CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

CAUT/ACPPU BULLETIN

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CAUT calls on Ontario gov't to withdraw 'framework'

Heart was in the right place but committee finds harassment, discrimination document clumsy and faulty

Describing it as a clumsy and faulty attempt to promote a laudable objective, the CAUT Council has called on the Ontario government to withdraw its *Framework Policy Regarding the Prevention of Harassment and Discrimination in Ontario Universities.*

The resolution adopted at the CAUT general meeting held April 29 to May 1, followed receipt of a report prepared for Council by the Academic Freedom and Tenure Committee.

The report noted that CAUT agrees with the government that there is no place in Canadian universities for sexual, racial or other harassment prohibited by the Ontario Human Rights Code and that the universities must obey the Code since it is the law of the province.

Furthermore CAUT, like the government of Ontario, thinks universities should not simply conform to the letter of the law but should take positive action to eliminate sexual, racial, or sexual orientation harassment, in particular, and to educate their students and staff about the law, the reasons for it, and the need to obey it.

CAUT firmly believes academic decisions should not be tainted by prejudice and that the university should provide a model for society in this area.

Nevertheless the report urged the Ontario government to withdraw the proposed framework document. In response to its critics, the government itself has stated it did not consider the framework to be a decree or a regulation but rather a guide, given the autonomous position of the universities. Yet the language of the document remains that of a decree or regulation.

In addition the report stated the government failed to consider how its framework would affect academic freedom. In particular it used vague and imprecise language which could be used by the enemies both of equality and academic freedom to subvert the progress towards equality and the free discussion of ideas. When there is no agreement on the meaning of words, one needs to be particularly careful in their use in codes, regulations or guidelines.

OCUFA had warned the government in November 1992 that it needed to be precise and careful in its choice of language, given the sensitivities involved.

The government should have included an explicit statement in support of academic freedom as defined in the CAUT Policy Statement on Academic Freedom. It might also have noted the statement concerning tenure and academic freedom of the Supreme Court of Canada in McKinney and Board of Governors of the University of Guelph et al.

In attempting to include a gloss on the Human Rights Code, the government in some instances extended the Code beyond the wording of the existing act. If it wishes to do that, the report commented, it should take the matter to the legislature.

In the heat of discussion, however, some of the government's critics sometimes lost sight of the scope of the framework and of the Ontario Human Rights Code and suggested ways in which both might apply which were not consistent with the framework

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L'ACPPU exhorte le gouvernement de l'Ontario à renoncer à sa politique cadre sur le harcèlement et la discrimination

Au cours de l'assemblée générale annuelle qui a eu lieu du 29 avril au 1er mai, le Conseil de l'ACPPU a adopté une résolution exhortant le gouvernement de l'Ontario à renoncer à sa *Politique-cadre de l'Ontario en matière de prévention du harcèlement et de la discrimination*, qu'il qualifie de tentative maladroite et lamentable visant à promouvoir un objectif louable en soi. La résolution faisait suite à un rapport préparé à l'intention du Conseil par le Comité de la liberté universitaire et de la permanence de l'emploi.

Selon le rapport, l'ACPPU et le gouvernement de l'Ontario s'entendent pour dire que le harcèlement sexuel, le harcèlement en raison de la race ainsi que toute autre forme de harcèlement interdit par le *Code des droits de la personne* de l'Ontario n'ont pas leur place dans les universités canadiennes; celles-ci doivent

suite à la page 2

UNBC faculty association joins CAUT

An application for membership from the recently formed faculty association at the University of Northern British Columbia received unanimous approval by the CAUT Council at its April meeting.

Currently UNBCFA has just over 40 academic staff members.

According to the general by-laws, admission of a university faculty association in to CAUT first requires the establishment of an ad hoc committee of inquiry to consider eligibility.

The Elections and Resolutions Committee appointed Dr. William Bruneau of the University of British Columbia as the one-person committee. Dr. Bruneau's report was presented to Council with a recommendation that the UNBCFA be admitted to membership in CAUT.

With the joining of UNBCFA, CAUT now has 60 member university faculty associations, plus provincial associations, representing more than 29,500 individuals.

L'ACPPU accueille l'association de professeurs de l'UNBC dans ses rangs

Au cours de sa récente assemblée, à la fin du mois d'avril, le Conseil de l'ACPPU a approuvé à l'unanimité la demande d'adhésion de la nouvelle association de professeurs de l'University of Northern British Columbia (UNBC). L'association compte actuellement un peu plus de 40 professeurs membres.

Conformément aux Statuts généraux, l'ACPPU doit former un comité d'enquête spécial chargé d'étudier la candidature d'une association de professeurs d'université avant d'accepter l'adhésion de celle ci. Le Comité des élections et résolutions a nommé M. William Bruneau, de l'University of British Columbia, à la tête de ce comité composé d'une seule personne. M. Bruneau a soumis au Conseil un rapport dans lequel il recommandait que l'on approuve l'adhésion de l'association de professeurs.

L'ACPPU représente maintenant plus de 29 500 membres de 60 associations de professeurs d'université ainsi que d'associations provinciales.

Delegates start here
Le point de départ pour l'ensemble des délégués

Managing Council – CAUT staff members Gordon Piché, Johanne Smith, Nancy Gordon, and Colette Deschamps at the registration desk outside the Council meeting rooms.

Conseil de direction – Employés de l'ACPPU Gordon Piché, Johanne Smith, Nancy Gordon, et Colette Deschamps au bureau d'inscription situé à l'extérieur des salles de réunion du Conseil.

Council Elects New Executive

see 36th. Council Meeting Report pages 6-7

Élection de nouveaux dirigeants par le Conseil

voir la 36ième Rapport sur la réunion du Conseil à les poges 6 et 7

Co-Op merges with CAUT page 4

Ruling on child support page 9

Un message provocant page 14

LETTERS / COURRIER

Pension article only added to confusion?

The April feature "How good is your pension?" probably left the average member more confused than before. Pensions are the least understood and reviewed part of employment benefits. The average faculty member becomes interested after age 62 when it is too late to offset what Ritu Gupta correctly identifies as "a cost of employment instead of a benefit."

Abbreviations such as PTR and YMPE mean little to those not involved in pension administration and should have been defined. There was no attempt to explain that a pension adjustment of $4,400 on an employee's T4 for a defined benefit plan does not correspond to an actual $4,400 in the fund.

The woman faculty member in case D was advised to "probably invest more aggressively with an increased exposure to equities and foreign investment funds." She and the employer jointly contribute 18 per cent of her earned income less Canada Pension Plan (CPP) contributions to a money purchase pension plan. The plan allows investment in money market funds, five-year GIC's, a provincial bond fund or a balanced fund. Since her pension fund contributions allow her only to contribute her CPP contribution amount to an RRSP this is the sum total of allowable foreign investment unless her balanced fund option is unusually aggressive. The equity portion of balanced funds may also be limited.

It is conceivable that her university consider that this "provides protection for the faculty member against poor investment practices." Paternalistic utterances of this type belong with the idea that a pension is a gift from a generous employer to the employees. It is an insult to the intelligence of CAUT members of the type actively used to discourage personal financial planning, management and responsibility. The advice to be 100 per cent invested in bonds at retirement is questionable given current interest rate volatility, increasing longevity of retirees, and the investment principle of never putting all one's eggs in the same basket.

The funds accumulated in a pension plan normally exceed the faculty member's home equity, even in Vancouver. They receive almost no attention because they are rarely considered as a negotiable employment benefit. Weeds would grow above roof level if homes were as neglected as the Pension Plan Annual Report and Meeting.

There are several quotes regarding women's lower pensions. There is no comment that the average pension plan concentrates income in the hands of one spouse with significantly higher taxation. Professor A will pay $18,000 tax on his pension of $60,000. Contributing the same amount to an RRSP and a spousal RRSP would allow them to increase annuity income and even on the same income the joint taxation would be reduced to a total of $12,000 — $6,000 after tax per year because of planning. In their case they can still do this through the divorce court — an example of the eccentricity of current pension legislation, which also unlocks "locked in" pension funds after divorce.

Improved understanding and operation of pension plans will be vital in the next 10 years if we are to enjoy acceptable living standards after retirement. The *Bulletin* must cover the issue but future articles should be made more relevant both to members and the economic issues involved.

Allan Hall
Mining & Mineral Process Engineering
University of British Columbia

Comments? Questions?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion on CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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Courrier des lecteurs

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

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CAUT Meeting Schedule

Meeting	Date	Location
The National Consortium of Scientific and Educational Societies	Sept. 8	Ottawa
Executive Committee	Sept. 9-10	Ottawa
Academic Freedom & Tenure Committee*	Sept. 23-24	Ottawa
Librarians Committee	Sept. 23-24	Ottawa
Status of Women Committee	Sept. 28-29	Vancouver
Status of Women Conference	Sept. 29-Oct. 1	Vancouver

** Ten working day deadline on any new items or cases to be added to the agenda.*

Calendrier des réunions de l'ACPPU

Réunion	Date	Lieu
Le consortium national des sociétés scientifiques et pédagogiques	8 sep.	Ottawa
Comité de direction	9-10 sep.	Ottawa
Comité de la liberté universitaire et de la permanence de l'emploi*	23-24 sep.	Ottawa
Comité des bibliothécaires	23-24 sep.	Ottawa
Comité du statut de la femme	28-29 sep.	Vancouver
Atelier du statut de la femme	29 sep.-1er oct.	Vancouver

** Échéance de dix jours ouvrables pour l'ajout de nouveaux points ou de nouvelles causes à l'ordre du jour.*

L'ACPPU exhorte le gouvernement

suite de la page 1

respecter le code puisqu'il a force de loi dans la province.

En outre, à l'instar du gouvernement provincial, l'ACPPU est d'avis que les universités ne devraient pas simplement respecter la loi au pied de la lettre; elles devraient aussi prendre des mesures constructives afin d'éliminer le harcèlement sexuel et le harcèlement en raison de la race ou de l'orientation sexuelle, en particulier, et d'informer les étudiants et les employés sur la loi, sa raison d'être et le besoin de la respecter. L'ACPPU croit fermement que les décisions administratives ne devraient pas être entachées de préjugés et que l'université devrait servir de modèle à l'ensemble de la société à cet égard.

Néanmoins, le rapport incitait vivement le gouvernement de l'Ontario à retirer le document cadre qu'il a proposé. Devant les critiques, le gouvernement a expliqué qu'il ne considérait pas ce document comme un décret ou un règlement, mais plutôt comme un guide étant donné l'autonomie des universités. Pourtant, le document est rédigé dans le style d'un décret ou d'un règlement.

Le rapport indiquait également que le gouvernement n'avait pas tenu compte des conséquences du document cadre sur la liberté universitaire. Les termes vagues et imprécis qu'il employait pourraient tout aussi bien être utilisés par les opposants à l'égalité et à la liberté universitaire dans le but de stopper les progrès vers l'égalité et la liberté d'expression. Un terme qui n'est pas clairement défini doit être utilisé avec une circonspection particulière dans les codes, les règlements et les lignes directrices.

En novembre 1992, l'Union des associations des professeurs des universités de l'Ontario (OCUFA) conseillait au gouvernement de choisir les termes en faisant preuve de prudence et de précision vu le caractère délicat du sujet. Le gouvernement aurait dû ajouter un énoncé explicite en faveur de la liberté universitaire telle que définie dans l'*Énoncé de principes sur la liberté universitaire* de l'ACPPU. Il aurait également pu faire mention de l'énoncé sur la permanence de l'emploi et la liberté universitaire formulé par la Cour suprême du Canada dans l'affaire *McKinney and Board of Governors of the University of Guelph et al.*

En outre, en formulant un commentaire sur le *Code des droits de la personne*, le gouvernement en a parfois élargi la portée par rapport à la loi existante. Le rapport précisait que, si c'était là son intention, il devrait soumettre le dossier à l'assemblée législative. Dans le feu de l'action, toutefois, certains critiques du gouvernement ont parfois perdu de vue la portée du document cadre et du Code et ont suggéré des modes d'application qui ne seraient pas conformes au document cadre ni à la loi.

Le rapport du Comité de la liberté universitaire et de la permanence de l'emploi indiquait également que le gouvernement n'était pas parvenu à établir la distinction entre la situation des professeurs d'université et celle des professeurs d'écoles primaires et secondaires ni entre le travail du personnel universitaire et celui d'autres employés. De telles distinctions auraient aidé à préciser les intentions du gouvernement.

Le document cadre ne tient pas compte du caractère unique ni de la complexité du travail des professeurs d'université. Ceux-ci enseignent à une vaste clientèle d'adultes volontaires. Dans le cadre de leurs obligations contractuelles, ils effectuent de la recherche et des activités d'érudition; ils s'acquittent également de diverses obligations au sein de la collectivité, dont certaines pourraient à juste titre être considérées comme faisant partie intégrante de leur travail à l'université. À cet égard, le document cadre pourrait bien avoir des effets non voulus par le gouvernement.

Dans une résolution distincte, le Conseil a appuyé les efforts déployés par ses associations de professeurs dans le but d'élaborer et de négocier des normes et des procédés efficaces en vue de contrer le harcèlement et la discrimination.

Le Conseil a également donné son aval à une résolution adoptée par le Conseil de l'OCUFA le 8 avril dernier. Invoquant la nature diversifiée et autonome des universités, la résolution s'opposait à l'imposition, par le gouvernement, de toute politique qui restreindrait la liberté universitaire; elle appuyait également les droits des associations membres de l'ACPPU de participer concrètement à tout processus interne menant à l'élaboration de politiques universitaires sur la prévention du harcèlement et de la discrimination.

Les personnes intéressées peuvent se procurer un exemplaire du rapport du Comité de la liberté universitaire et de la permanence de l'emploi en communiquant avec l'ACPPU.

EDITORIAL / ÉDITORIAL

Joyce Lorimer

Code words mask a scam to downgrade PSE

"Universities are too important to the social, cultural and economic fabric of the province to place at risk by ill-conceived and abrupt structural change," says the Nova Scotia Council on Higher Education. The NSCHE is quite correct in its statement and, if it could be taken at face value, it would be welcome. It might be taken as a sign of a refreshingly different attitude to that of governments or appointed bodies in other provinces currently tampering with the functioning of the university system in the name of 'accountability' and 'flexibility'.

Unfortunately the NSCHE's actions appear to be directly at odds with its stated principles of operation, if its *modus operandi* in its survey of post-secondary education programs in the province is anything to go by.

The NSCHE's recently completed education report is the first of a projected series of reviews of programs offered by the province's post-secondary institutions. It recommends the termination of undergraduate and graduate programs at Dalhousie, and Saint Mary's, the Nova Scotia College of Art and Design and at St. Francis Xavier. The Nova Scotia Teachers' College is also listed for the axe.

These plans for rationalization clearly involve sweeping changes to the university system in Nova Scotia. What is particularly disturbing is that they have been made without any meaningful effort to engage in full and open consultation with the institutions and academic units concerned.

With a cavalier disregard for university autonomy, the NSCHE has bypassed the authority and procedures for balanced and collegial program assessment vested in individual university senates and has excluded academic staff from the process.

The Nova Scotia Minister of Education has expressed his intention to implement the NSCHE's recommendations, without making any detailed analysis of their likely academic and financial consequences available to stakeholders in the system. Affected academic and support staff face the prospect of enforced, 'legislated' redeployment or retirement, if they cannot negotiate mutually satisfactory arrangements with their employers.

Yet again then, in Nova Scotia as in Alberta, a provincial government has shown its intention to slash the fabric of its university system without any real consideration, let alone an open and careful process of consultation, with university educators as to the intended final design. And the mandate of the task force of the Ontario Council of University Affairs, currently set in place to look at the structure of university operating grants in Ontario, gives no confidence that the process there will be any different in that province.

Whatever their political stripe provincial governments have shown a deplorably uniform lack of compunction about intruding on university autonomy, overriding appropriate procedures for the evaluation of courses and programs, and disregarding crucial rights of academic freedom and tenure, equity, collegial self-government and collective bargaining in the employment of academic staff.

All provincial governments use the same code words of 'accountability', 'flexibility', and 'accessibility', to obscure their fundamental unwillingness to designate the full component of, admittedly shrinking, federal transfers to the post-secondary sector. Their code words mask their common, ill-considered determination to substitute a cheaper, ersatz model of the academy for the quality, national system of post-secondary education which academic staff have worked so hard to build since the 1960s.

The real victims of this concerted confidence trick will be Canadian citizens denied the democratic right to develop their full potential through a quality system of higher education. One of my critical priorities for this coming year will be to try to encourage a coordinated national, provincial and local campaign which will put the consequences of federal and provincial mismanagement of the post-secondary education system squarely before the Canadian public.

Un ensemble de mots-codes pour voiler un complot visant à dévaloriser l'éducation postsecondaire

«Les universités sont un élément trop important du tissu social, culturel et économique de la province pour être menacées par un changement structurel nuisible et radical», d'indiquer le Nova Scotia Council on Higher Education (NSCHE). Le NSCHE ne se trompe pas, et cette affirmation serait accueillie avec enthousiasme si elle pouvait être prise au pied de la lettre. On pourrait la considérer comme le signe d'une attitude agréablement différente des comportements de gouvernements ou d'assemblées nommées dans d'autres provinces qui s'attaquent actuellement au fonctionnement du système universitaire au nom de la «responsabilité» et de la «flexibilité».

Malheureusement, si l'on se fie à la méthode adoptée dans l'étude des programmes provinciaux d'éducation postsecondaire, les agissements du NSCHE semblent aller directement à l'encontre de ses principes de fonctionnement établis.

Terminé récemment, le rapport du NSCHE sur l'enseignement est le premier document d'une série d'examens prévus des programmes offerts par les établissements d'enseignement postsecondaire de la province. Il recommande l'élimination des programmes de premier, de deuxième et de troisième cycles à Dalhousie, Saint Mary's et St. Francis Xavier ainsi qu'au Nova Scotia College of Art and Design. Et l'épée de Damoclès risque également de s'abattre sur le Nova Scotia Teachers' College.

Il est clair que ces plans de rationalisation prévoient une modification radicale du système universitaire en Nouvelle-Écosse. Il est toutefois troublant de constater que ces changements ont été apportés sans qu'aucun effort valable n'ait été déployé en vue d'amorcer des consultations exhaustives et ouvertes avec les unités et les établissements universitaires touchés.

Faisant fi de l'autonomie des universités, le NSCHE a passé outre aux pouvoirs et aux procédures assurant une évaluation équilibrée et collégiale des programmes, qui relèvent de chaque sénat; il a également exclu les professeurs du processus.

Le ministre de l'Éducation de la Nouvelle-Écosse a indiqué qu'il donnerait suite aux recommandations du NSCHE, sans fournir aux intervenants aucune évaluation détaillée des répercussions possibles sur les établissements ou des conséquences financières éventuelles. S'ils ne peuvent parvenir à une entente satisfaisante avec leurs employeurs, les professeurs et les employés d'universités touchés seront confrontés à la perspective d'un redéploiement imposé par la loi ou de la retraite anticipée.

Une nouvelle fois, en Nouvelle-Écosse tout comme en Alberta, le gouvernement provincial a indiqué qu'il effectuerait des coupes sombres dans le tissu de son système universitaire sans aucune autre forme de procès. Il est encore moins question de recourir à un processus de consultation ouvert et prudent avec les professeurs d'université en ce qui concerne le résultat final. Et le mandat du groupe de travail du Conseil ontarien des affaires universitaires, établi pour étudier la structure des subventions de fonctionnement accordées aux universités de la province, ne donne pas l'impression que la manière d'agir sera différente en Ontario.

Les gouvernements provinciaux, quelle que soit leur allégeance politique, ont tous fait preuve d'un manque de scrupules lamentablement identique en empiétant sur l'autonomie des universités, en passant outre aux procédures pertinentes régissant l'évaluation des cours et des programmes, et en faisant peu de cas des droits fondamentaux à la liberté universitaire et à la permanence, à l'équité, à l'autogouvernement collégial et à la négociation collective dans l'emploi du personnel enseignant.

«Responsabilité», «flexibilité», «accessibilité» : tous les gouvernements provinciaux utilisent ces mots-codes pour déguiser leur refus fondamental d'allouer l'ensemble des transferts fédéraux, bien que réduits, au secteur de l'enseignement postsecondaire. Derrière ces mots se cache une détermination commune et néfaste de substituer un modèle moins coûteux et succédané de l'université au système national d'enseignement postsecondaire de qualité que les enseignants sont parvenus à édifier depuis les années 1960.

Les véritables victimes de cette escroquerie concertée seront les Canadiens qui perdront leur droit démocratique de donner leur pleine mesure grâce à un système d'enseignement supérieur. Au cours de l'année qui vient, je m'efforcerai d'encourager la mise sur pied d'une campagne coordonnée à l'échelle nationale, provinciale et locale qui lèvera le voile sur les conséquences d'une mauvaise gestion du système d'enseignement postsecondaire par les gouvernements fédéral et provinciaux.

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COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

Collective Bargaining Cooperative merges with CAUT

New standing commitee takes over bargaining and benefits role on July 1

Joyce Lorimer

In the introduction to his annual report to CAUT Council in Spring 1991, Ted Humphreys, then chairperson of the Collective Bargaining Cooperative (the Co-Op), remarked that in his view the Co-Op should not exist and the services related to collective bargaining should be integral functions of any effective national professional organization entering the 21st century.

At that time the circumstances did not appear to be propitious to consider the issue. By the spring of 1993 Rick McGaw was able to report that Council was prepared to establish an ad hoc committee to review the relationship between CAUT and the Co-Op. I have spent the past year chairing that committee, and was very gratified to see delegates at the last February Council endorse recommendations to reintegrate collective bargaining services into the core functions of CAUT.

As of July 1 this year, the CAUT Collective Bargaining Cooperative will cease to exist. Matters relating to collective bargaining and economic benefits will now become the concern of a new standing committee of Council elected at the May meeting — the Collective Bargaining and Economic Benefits Committee (CBEBC).

The relatively rapid pace by which reintegration was brought about reflects the general recognition that CAUT needs to regroup itself to respond to the fall-out of the growing crisis in the funding of post-secondary education.

During the past year, reports from member associations in the Co-Op have shown clearly discernable country-wide trends. Legislated clawbacks, freezes and so-called 'voluntary' roll-backs are undercutting salary gains previously made by academic staff. Under the guise of restructuring to meet the new financial reality, university administrations have begun a systematic attempt to expand management rights, by attacking the provisions for tenure and financial exigency which restrict their ability to arbitrarily cut programs and reduce staff. Grievance officers have noted a marked increase in the number of cases involving discipline and suspension.

Co-Op and core staff and volunteers have done their best to respond to the new pressures facing academic staff in our usual program of training conferences and workshops. The June 1993 Collective Bargaining Conference at Val Morin combined, for the first time, sessions for senior as well as inexperienced negotiators. Both the organizers and participants felt that this was a highly successful format, and it will be continued at the June 1994 meeting at Minaki Lodge, Ontario.

The bi-annual Grievance Officers' conference held in Montreal in November, received excellent reviews as did the salary and benefit workshop on the subject of More for Less, preceding the Council in February 1994.

In addition to the information services provided through the collective agreement databank and publications, Co-Op staff have now begun work on setting up a computerized arbitration index. This will be an invaluable reference for local association lawyers and grievance officers once it is in place.

Work on model clause drafting has continued. Revisions were made to the existing clause on security of employment and the final draft model clause on the rights of academic librarians to conduct research as part of their workload was approved by the board of directors.

As chairperson, I participated in all our conferences, attended CAUT executive meetings as an observer and chaired what became known as the Reintegration Committee. I took part in the western regional meetings, the Status of Women Conference and the annual meeting of the Defence Fund. I visited Manitoba, OISE and Trent to provide on-site assistance during negotiations, went to Western to talk about the certification, and was invited to British Columbia, Guelph, Saskatchewan, Toronto and Windsor to discuss the reintegration process.

This will be the last report written by a chairperson of the Collective Bargaining Cooperative. For me personally, for the staff, for past and present members of the board of directors and the executive, there is some feeling of sadness for the loss of what the Co-Op came to be as a separate entity, as well as a considerable sense of satisfaction that we will once again be a central part of the parent organization.

The one thing that struck all members of the Reintegration Committee, as we consulted the CAUT and Co-Op executives and the standing committees of CAUT, worked with the staff and talked to local associations, was that while the task of defining exactly how the Co-Op was to be brought back into the core structure was a complex one, nobody questioned that it should be done.

This general support has to be taken as a sign that the Co-Op has, since 1987, developed a series of services which the general membership of CAUT values. Model clause development, review of specific contract language, the maintenance of a computerized collective agreement databank, data analysis of benefits and salaries, on-site assistance in grievance and arbitration, negotiation and job action, training in collective bargaining and grievance handling, workshops on salaries and benefits, the dissemination of information are all vital tools for the protection of the interests of academic staff.

The Co-Op, however, over the course of its separate existence, became something more than the sum of the services it provides. The board of directors and executive have been fortunate to have had the assistance of a small, but very dedicated, professional and support staff and have established a close and mutually beneficial working relationship with them.

One of the most valued elements of the meetings of the board of directors has been the occasion they have provided for staff and members to exchange news and advice. In order to cope with the pressure of demand, the staff have actively encouraged volunteers with the requisite expertise to step in, to help other member associations in case of need. In other words, the Co-Op evolved over time beyond a mere service organization into a truly cooperative entity.

It is this more intangible aspect of the Co-Op which its present membership will miss most keenly, and perhaps in the end, the most valuable thing which it will bring back into the core of CAUT. In the past few years financially strapped provincial governments have shown no hesitation in passing legislation to inhibit free collective bargaining in the broader public sector.

The Duff Roblin Report in Manitoba, the recent White Paper in Alberta, the new task force on restructuring the funding of post-secondary education in Ontario, the proposed rationalization process in Nova Scotia, all hint at moves to curtail hard-won collegial processes and undermine the job security vital to the free pursuit of knowledge.

In these circumstances, the protections negotiated in special plans and collective agreements will not be sufficient. The skills and services developed will have to be combined with a genuine commitment on the part of all CAUT members to support the national organization and work together cooperatively in designing the political response best suited to the defence of our common interests.

We have taken the first step in this process. At a time when the quality of university education in Canada is most threatened we once again have a unified national professional organization, gearing up to meet the challenges facing it.

(Joyce Lorimer is the Chair of the Collective Bargaining Cooperative and newly-elected President of CAUT.)

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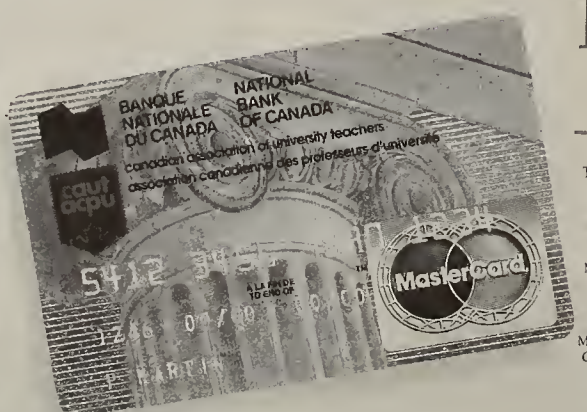
tél:
514-394-6973
Louise Desjardins



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tel:
514-394-6973
Louise Desjardins

Below are draft samples of one schedule (Day Care Facilities/Garderies) from the soon to be published annual CAUT Economic Benefits' Surveys for 1993/1994 for universities in the Western and Atlantic Provinces, plus Quebec. The sample data evidenced here also includes information from the Ontario Universities' Benefits' Survey 1993/1994 (Part 1: Benefits Excluding Pensions) produced by the Council of Ontario Universities biennially. Please direct any questions about these tables to CAUT Research.

DAY CARE FACILITIES / GARDERIES

UNIVERSITY	SPACES AVAILABLE	COST	ELIGIBILITY	SUBSIDIES	AGES OF CHILDREN	SPONSORS
WEST						
ATHABASCA	25 spaces	Over $345/child/month $245/3 days per week plus 4 hours. $17/day $3.40/hour	Staff Community	No provincial subsidy available for staff	2-6 years of age	Society composed of 1/2 parents and 1/2 community representatives
BRANDON	35 spaces	$18.40/day	Students Faculty Staff Outside community	Prov. govt. gives a maintenance grant per child and subsidizes cost for students with low incomes	2 years of age up to pre-school	Board of Directors
BRITISH COLUMBIA		a)$850/month b)$700/month c)$505/month d)$215/month	For children attending University Hill School only	Ministry of Human Resources	a) 4 months + b) 18 mths.- 3 years c) 3 to 5 years d) Before and after school	Administered by UBC
CALGARY	Capacity of 80 children	**Infant:** $565/month **Toddler:** $515/month **Pre-school:** $490/month		Province offers operational allowance. Parent subsidy based on income	3 months to school age	Governing Board composed of representatives from the university and the community
LETHBRIDGE		$300/month $ 16/full day $ 8/half day	Students Faculty Staff Others	Individuals meeting minimum income requirements eligible for subsidies from province	19 months to 6 years of age	University
MANITOBA	Current enrolment of 60 children	$18.40/day/per child	One parent must be associated with university as faculty, student or support staff. No income requirements	Province gives annual maintenance grant. Fee subsidy for low income parents. University provides maintenance of space	2 to 5 years of age. Must be toilet trained	Board of Directors (composed of parents of children who either attend or have attended the facility.) Paid director manages facility
REGINA	Licensed for 90 children	**Pre-school:** $400-full / $230-half **Toddler:** $410-full / $240-half **School aged:** $250 **Summer:** $400	First priority to university affiliates	Government subsidies based on parent income	18 months to 12 years of age	University sponsored; includes 2 parent co-ops
VICTORIA	66 pre-school 40 after school	a)$599/month to $665/month b)$423/month to $504/month c)$171/month to $190/month (after school) All costs dependent on family income	75% of spaces available for students 25% of spaces for faculty and staff	Varies depending on family income	a)18-36 months b)37 months/5 years c) 6-12 years	UVIC student and ancillary services
EAST						
MEMORIAL		3-4 years of age: $420/month 2 years of age: $525/month	Students Faculty Staff Children of students receive priority	No	2 to 4 years of age After school: Kindergarden to grade 3	Council of Students Union sponsors the facility, Board of Directors
P.E.I.		Cost recovery	First come, first serve	No		Committee set up to review operation of daycare. Committee made up of students, faculty and staff
T.U.N.S.	No facilities					
CONCORDIA	Total of 93 spaces on both campuses	$19 to $20/day $420/month	Faculty Staff Students **Loyola:** 25% faculty children **Sir George Williams:** No priority	Concordia Council on Student Life; Québec Government		Independant, supported by University
MCGILL	106 spaces	Infant (18 months) $525/month Others: $485/month	First come, first serve	Provincial Facility: 30% of costs Users: $14/day/max.	4 months to 5 years of age	
MONCTON		$395/month	Faculty Staff Students	University provides a subsidy/grant of $14,560 for students; $1,000 Government subsidies; $1138 for equipment $4552 for improvements	3 to 5 years of age	Parents of the children
UNIVERSITY	**SPACES AVAILABLE**	**COST**	**ELIGIBILITY**	**SUBSIDIES**	**AGES OF CHILDREN**	**WHAT COSTS ARE BORNE BY THE UNIVERSITY?**
CENTRAL						
BROCK	32 licensed spaces	$473/mth/full day $226/mth/part day	Single and married parent students	Grants from Ministry of Consumer and Social Services if eligible	2-6 years of age	Free space, cleaning utilities provided
CARLETON	a)Infants & Toddlers: 22 spaces b)Pre-schoolers: 30 spaces	a)$1216 b)$820	No restrictions but preference given to students and staff	From regional government based on parents' income	6 months to 5 years	Rent free facility for pre-schoolers
LAKEHEAD	37 spaces	a)$465/month b)$580/month	No restrictions but preference given to students and staff	Municipal subsidies are available	a)2 1/2 - 5 years b)1 1/2 - 2 1/2 years	None
MCMASTER	63 spaces	18 months to 2 1/2: $650/month 2 1/2 to 5 years: $540/month	Priority to employees and students	Regional Government	18 months to 5 years of age	Space utilities
OTTAWA	49 spaces	6 weeks-18 months: $46.60/day 18 mths.-2 1/2 yrs: $33/day 2 1/2 - 5 years: $27.55/day	Staff and students priority over the community		6 weeks to 5 years of age	Space, maintenance, janitorial services
NIPISSING	42 spaces shared with community college. 13 spaces reserved for Nipissing	Toddler: $23/day Pre-school: $22/day	Priority to students, then staff	Grant from municipality	18 months to 6 years of age	$40,000 plus free space
RYERSON	59 spaces	3 months to 2 1/2 years: $185.25/week 2 1/2 to 5 1/2 years: $154.50/week	Students and members of staff have priority	Municipal subsidies are available	3 months to 5 1/2 years of age	Approximately 50% of operational costs
YORK	110 full time 15 school age	0-17 mths: $795 18-30 mths: $695 31 mths. and up: $600 6-9 yrs: $300 (Sept. to June) $500 (July/August)	Priority to students, staff and faculty mothers. 60% must be children to qualify children of students	Metro Toronto Children's Service to qualify	6 weeks to 9 yrs. of age	Space and cleaning services

COUNCIL REPORT / RAPPORT DU CONSEIL

Council rejects Nova Scotia's rationalization process

Urging that attempts at rationalizing post-secondary education be done in a spirit of openness and consultation, the CAUT Council has renounced the cavalier plans of the government of Nova Scotia to make major changes to the university system without input from faculty or university senates.

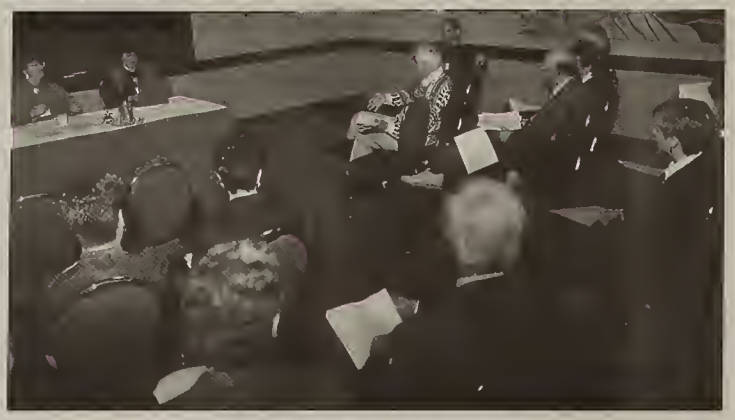
The resolution, passed at the annual general meeting, deplored the fact that the Nova Scotia Council on Higher Education (NSCHE) has recommended significant changes to the university system in Nova Scotia:

- without a complete and open analysis of the proposals;
- without a comprehensive costing of the academic and financial consequences;
- without a full and open consultation with the affected academic units and stakeholders in Nova Scotia; and
- without giving full and detailed reasons to justify its conclusions.

The NSCHE has further recommended that university faculty and staff be redeployed or urged to retire, and if these arrangements cannot be negotiated between each university and its employees, a "legislative framework" be put in place to deal with faculty and staff.

In its resolution, CAUT Council rejected any "rationalization" process that does not recognize university autonomy and the university's inherent authority over academic matters.

It urges the NSCHE and the Nova Scotia government to commit to a process of real openness and consultation with the universities to develop a rationalization strategy that will ensure thoughtful and well-founded proposals for change towards an enhanced system of post-secondary education in the province.

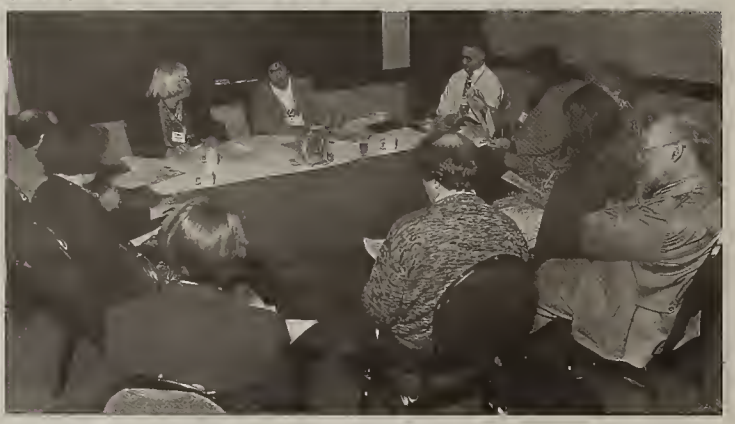


Violence and harassment in the universities

Breakout rooms were set up for small group discussions of the educational manual on violence and harassment.

La violence et le harcèlement dans les universités

Les salles de repos ont été aménagées de façon à permettre aux participants de se diviser en petits groupes pour discuter du manuel éducatif sur la violence et le harcèlement.



Le Conseil rejette le processus de rationalisation proposé en Nouvelle-Écosse

Le Conseil de l'ACPPU insiste pour que toute tentative de rationalisation de l'enseignement postsecondaire se fasse dans un esprit d'ouverture et de consultation. C'est pourquoi il a adopté une résolution dénonçant les plans désinvoltes présentés par le gouvernement de la Nouvelle-Écosse en vue de modifier radicalement le système universitaire sans consulter les professeurs ou les sénats d'universités.

La résolution, adoptée au cours de l'assemblée générale annuelle, déplorait le fait que le Nova Scotia Council on Higher Education (NSCHE) ait recommandé des modifications importantes au système universitaire de la Nouvelle-Écosse :

- sans avoir au préalable effectué une analyse exhaustive et ouverte des propositions;
- sans avoir évalué en détail les répercussions sur les établissements ainsi que les répercussions financières;
- sans avoir tenu des consultations complètes et ouvertes avec les unités de l'université et les intervenants touchés à travers la province;
- sans expliquer de façon circonstanciée toutes les raisons justifiant ses conclusions.

Le Nova Scotia Council on Higher Education a également recommandé le redéploiement ou la retraite anticipée de professeurs et d'employés d'universités. Si les établissements ne peuvent parvenir à une entente avec leurs employés, un «cadre législatif» sera mis en place à cette fin.

Dans sa résolution, le Conseil de l'ACPPU rejette tout processus de «rationalisation» qui ne reconnaît pas l'autonomie des universités ainsi que leur autorité inhérente dans le domaine de l'enseignement. Il encourage le Nova Scotia Council on Higher Education et le gouvernement provincial à s'engager dans un processus de transparence et de consultation véritables avec les universités afin de mettre sur pied une stratégie de rationalisation qui aboutira à des propositions bien pensées et justifiées en vue d'améliorer le système d'enseignement postsecondaire en Nouvelle-Écosse.

Council considers first draft of CAUT handbook on violence

The first draft of an educational handbook on violence and harassment was the subject of small group discussions at the recent CAUT Council meeting.

The initial draft was prepared by a working group comprised of Jennie Hornosty (New Brunswick), Joyce Lorimer (Wilfrid Laurier) and Dayna Daniels (Lethbridge) along with Rosalind Riseborough, CAUT's Director of Member Services.

CAUT has received a $10,000 grant from the Workplace Equity Fund of Labour Canada to prepare the manual on harassment and violence on campus. Additional contributions have been received from the University College of Cape Breton, Concordia University, the University of Waterloo, York University, Simon Fraser University and the Simon Fraser University Faculty Association.

The purpose of the manual will be to sensitize members of the university community to the issues of harassment and violence and to promote discussion of the issues. The manual will also attempt to present practical and concrete approaches for dealing with the issues.

Following the small group discussions, group rapporteurs related comments to Council as a whole. The working group will be preparing a more complete draft during the summer months taking into account the comments received.

Le manuel sur la violence au coeur des discussions du Conseil

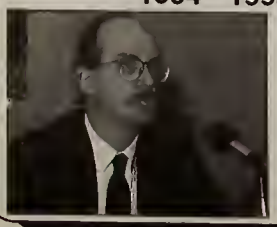
La première version d'un manuel éducatif sur la violence et le harcèlement a fait l'objet de discussions en petits groupes au cours de la récente assemblée du Conseil de l'ACPPU. La version initiale a été préparée par un groupe de travail composé de Jennie Hornosty (Nouveau-Brunswick), Joyce Lorimer (Wilfrid Laurier) et Dayna Daniels (Lethbridge), de concert avec Rosalind Riseborough, directrice des Services aux membres de l'ACPPU.

L'Association a reçu de Travail Canada une subvention de 10 000 $ provenant du Fonds pour la promotion de l'égalité en milieu de travail afin de préparer un manuel sur le harcèlement et la violence sur les campus. D'autres parties ont contribué au financement de l'initiative, dont l'University College of Cape Breton, l'Université Concordia, l'University of Waterloo, York University, Simon Fraser University et l'association de professeurs de Simon Fraser.

Le manuel visera à sensibiliser les membres de la communauté universitaire au harcèlement et à la violence sur les campus et à encourager la discussion sur ces questions. Il tentera également de présenter des façons pratiques et concrètes de régler les problèmes.

À l'issue des discussions, des rapporteurs ont présenté les commentaires des différents groupes à l'ensemble du Conseil. Le groupe de travail préparera un manuel plus détaillé au cours de l'été en tenant compte des commentaires reçus.

Council Speaker
Représentant du Conseil
1994 - 1995



Mark Sandilands (Lethbridge)

COUNCIL REPORT / RAPPORT DU CONSEIL

Council takes final steps to reintegrate bargaining

The final action toward reintegration of collective bargaining services into the core services provided by CAUT has been taken by Council.

The CAUT general by-laws were amended to include collective bargaining services as one of the principle objectives of the association.

A new Collective Bargaining/Economic Benefits Committee was also created and changes were made to by-laws to reflect the new composition of the Executive Committee.

To finance reintegration of the new services, the CAUT Treasurer David Balzarini presented a budget for 1994/95 which included cuts to several operating expenses including the suspension of one Council meeting for the next two years and the termination of reserve fund allocations.

Council also voted to increase the base mil rate used to calculate CAUT fees by 0.1 from 1.40 to 1.50 effective July 1. This will result in a modest increase in the fees paid by associations not belonging to the Collective Bargaining Coopérative, but a significant decrease in fees paid by those associations currently belonging to the Co-op.

Derniers préparatifs en vue de la réintégration des services de négociation collective

Le Conseil a pris les dernières mesures en vue de réintégrer les services de négociation collective aux services essentiels offerts par l'ACPPU.

En effet, les Statuts généraux de l'ACPPU ont été modifiés et les services de négociation collective figurent désormais dans les objectifs généraux de l'Association. Le Comité de la négociation collective et des avantages économiques a été mis sur pied et les statuts ont été modifiés afin de refléter la nouvelle composition du Comité de direction.

Pour financer la réintégration de ces nouveaux services, David Balzarini, trésorier de l'ACPPU, a présenté un budget pour 1994-1995; il y prévoit la réduction de plusieurs dépenses de fonctionnement, notamment l'annulation de l'une des réunions du Conseil pour les deux prochaines années et l'élimination des affectations destinées au fonds de réserve.

Le Conseil a également voté une augmentation de 0,1 du taux au mille de base utilisé pour calculer les dépenses de l'ACPPU, taux qui passera de 1,40 à 1,50 à compter du 1er juillet. Une telle hausse occasionnera une augmentation modeste des frais imposés aux associations non membres de la Coopérative de négociation collective et une diminution considérable des frais payés par les associations qui font actuellement partie de la Coopérative.

CAUT COMMITTEE MEMBERS

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Comité des bibliothécaires
Margot Schenk, Chair (Saint Mary's)
Robert Clarke (McGill)
Diane Peters (Wilfrid Laurier)
Elizabeth Bishop (Ryerson)
Kenneth Field (Trent)
*Elizabeth Caskey (British Columbia)

Academic Freedom & Tenure Committee
Comité de la liberté universitaire et de la permanence de l'emploi
Roger Gannon, Chair (York)
Patrick Grassick (Calgary)
Joan Sherwood (Queen's)
James Miller (Saskatchewan)
*Patrick O'Neill (Acadia)
*Glenna Knutson (Lakehead)
*Gail Storr (New Brunswick)

Nominating Committee
Comité des mises en candidature
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*Lionel Mitchell (Acadia)
*Clare Porac (Victoria)

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Comité de la négociation collective et des avantages économiques
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*Dorothy Milne (Memorial)
*Paul-Normand Dussault (Ottawa)
*Victor Catano (Saint Mary's)
*Donald Hamilton (Saskatchewan)
*Edward Byard (Winnipeg)

Status of Women Committee
Comité du statut de la femme
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Jennifer Bankier (Dalhousie)
Karen Grant (Manitoba)
Joanne T. Emerman (British Columbia)
Hilda Taylor (Acadia)
Helen Breslauer (OCUFA Rep.)
*Janice Drakich (Windsor)
*Christine MacKenzie (Simon Fraser)

Elections and Resolutions Committee
Comité des élections et résolutions
Mark Sandilands, Chair (Lethbridge)
*Alain Chabot (Sainte Anne)
*Tony Sheppard (British Columbia)

The President and the Executive Director are ex officio members of all Committees.
* Newly elected

Policy statement on governance gets final approval

A CAUT policy statement on university governance has received final approval from Council. The policy statement is the result of recommendations arising out of the report of the Independent Study Group on University Governance (ISGUG).

A subcommittee of the CAUT Executive Committee comprised of Fred Wilson (Toronto) and Claude Dionne (Moncton) was responsible for drafting the statement.

The statement focuses on the pivotal roles played by the senate (or other senior academic body of the university), boards of governors, academic administration and the faculty association.

The statement stresses that effective governance of universities requires faculty members and librarians be involved at the highest levels.

It notes that the Canadian experience with university governance has indicated that a bicameral form of governance, with effective cooperation between the senate and the board of governors, is the most effective.

CAUT Council will continue its examination of governance issues at future meetings including the matter of accreditation and openness.

(A copy of the policy statement can be obtained by contacting the CAUT office.)

Approbation finale d'un énoncé de principes sur la direction des universités

Le Conseil a donné son approbation finale à un énoncé de principes de l'ACPPU sur la direction des universités. Rédigé par un sous-comité du Comité de direction de l'ACPPU composé de Fred Wilson (Toronto) et de Claude Dionne (Moncton), le document est le résultat direct des recommandations formulées dans le *Rapport du Groupe d'étude indépendant sur la direction des universités.*

L'énoncé de principes met l'accent sur les rôles de premier plan joués par le sénat (ou tout autre organe universitaire important), les bureaux des gouverneurs, l'administration universitaire et les associations de professeurs. Il insiste sur le fait que la direction efficace des universités exige la participation des professeurs et des bibliothécaires aux plus hauts niveaux. Il souligne que, d'après l'expérience que l'on a de la direction universitaire au Canada, la forme la plus efficace est une direction bicamérale prévoyant une coopération efficace entre le sénat et le bureau des gouverneurs.

Le Conseil de l'ACPPU étudiera le sujet plus à fond au cours de réunions ultérieures; il se penchera notamment sur la reconnaissance professionnelle et la transparence.

Les personnes intéressées peuvent se procurer un exemplaire de l'énoncé de principes auprès de l'ACPPU.

Elected Officers of the Association

CAUT's 10-member Executive Committee supervises the administration of the Association between Council meetings and carries out the instructions of Council. The Executive meets at least six times a year.

Dirigeants de l'Association

Le Comité de direction de l'ACPPU, qui est composé de dix membres, surveille l'administration de l'Association entre les réunions du Conseil et exécute les instructions de celui-ci. Le Comité de direction se réunit au moins six fois par année.

PRESIDENT
VICE-PRÉSIDENT
Joyce Lorimer
(Wilfrid Laurier)

VICE-PRESIDENT
VICE-PRÉSIDENT
William Bruneau
(British Columbia)

TREASURER
TRÉSORIER
David Balzarini
(British Columbia)

PAST PRESIDENT
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MEMBER AT LARGE
MEMBRE ORDINAIRE
Clande Dionne
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Bill Graham
(Toronto)

CHAIR
STATUS OF WOMEN COMMITTEE
PRÉSIDENTE
COMITÉ DU STATUT DE LA FEMME
Dayna Daniels
(Lethbridge)

CHAIR
LIBRARIANS COMMITTEE
PRÉSIDENTE
COMITÉ DES BIBLIOTHÉCAIRES
Margot Schenk
(Saint Mary's)

CHAIR
COLLECTIVE BARGAINING & ECONOMIC BENEFITS COMMITTEE
PRÉSIDENT
COMITÉ DE LA NÉGOCIATION COLLECTIVE ET DES AVANTAGES ÉCONOMIQUES
George De Benedetti
(Mount Allison)

Missing: CHAIR, ACADEMIC FREEDOM & TENURE COMMITTEE /
PRÉSIDENT, COMITÉ DE LA LIBERTÉ UNIVERSITAIRE ET DE LA PERMANENCE D'EMPLOI: Roger Gannon (York)

Tim Stutt

FROM THE HILL / DE LA COLLINE PARLEMENTAIRE

Federal action urged to counter Alberta's PSE cuts

CAUT asks Chrétien to fulfil Liberal promise to put post-secondary funding on a secure footing

Demonstrating his knack for a colourful phrase Alberta Premier Ralph Klein told the *Edmonton Sun* in April that the federal government should "butt out" of matters within that province's jurisdiction. In response CAUT has told Ottawa that it should do some "butting in" on the issue of Alberta's funding of higher education.

Alan Andrews, the then President of CAUT, wrote to Prime Minister Chrétien on Apr. 18 to state that the Alberta government is not "maintaining its fair share of funding for post-secondary education as implicit in the EPF system for sharing the costs of Canada's universities and colleges."

As evidence Professor Andrews cited the operating grant cuts Edmonton will make over this fiscal year and the next two years. CAUT estimates that these cuts will total almost $150,000,000.

To correct this problem Andrews made two suggestions.

He recommends that the federal government fulfil Liberal promises made during last fall's election campaign to put the post-secondary education funding system on a more secure basis.

"We urge you to negotiate a deal with the provinces that will, on the one hand, put federal transfers on a multi-year basis, in return for which, on the other hand, the provinces will guarantee to keep up their share of funding," wrote Professor Andrews.

CAUT also suggested the prime minister call Alberta into account and attempt to convince the premier to restore the grants he has cut. The prime minister should urge the Alberta government not to fight its deficit problems by failing to meet its moral commitment under EPF.

CAUT calls for moratorium on military college closures

CAUT has called for a moratorium on the closure of the Royal Roads Military College in Victoria, B.C., and the Collège militaire royal de Saint-Jean, Québec.

In an Apr. 26 brief to the Senate standing committee on National Finance, CAUT defined the closure as a "premature decision." The association took this view because, given that the defence minister has already decided the number of officers trained in military colleges will be reduced by 47 per cent, the parliamentary committee reviewing Canada's defense policy is considering a fait accompli.

CAUT found other flaws in the government's closure proposals.

First, despite the proposal to reduce the number of officers trained in military colleges the total officer complement is not to decline so rapidly. This means a much larger proportion of officer cadets than at present will pursue their university education at civilian universities, putting further fiscal pressures on these institutions.

Since universities are already stretched to capacity, it therefore appears likely that cadets can only pursue their education in civilian universities if other students are denied access to it.

Secondly, the Armed Forces have had difficulty training fully bilingual personnel and have made repeated commitments to improve their record in this. It cannot be expected that sending more cadets to civilian universities will improve that record.

Third, the report of the defence department's Ministerial Committee on the Military Colleges (MCMC) recommended that officer cadets continue to be trained in the three military colleges. This recommendation is based on the belief that of the four pillars of cadet training provided — academic education, military training, second-language training, athletics and physical education — the last three are better dealt with in the military colleges than in any other institutions.

Finally, the MCMC report proposed closer links between the military colleges so as to create an effective university network. It also proposed increased cooperation between the military colleges and other universities and with industry. So, in proposing the college closures the federal government is turning its back on a demonstration project for cooperation among Canada's universities generally.

To obtain a copy of the Brief to the Standing Senate Committee on National Finance on the Closure of the Two Military Colleges, presented by the Canadian Association of University Teachers, April 26, 1994, contact Robert Léger (a CAUT Government Relations Officer) by telephone (613) 820-2270; fax (613) 820-7244; e-mail: CAUT@CARLETON.CA.

New SSHRC members appointed

On Apr. 22 Industry Minister John Manley announced the Chrétien government's first appointments to the federal granting councils. Seven new members were named to the Social Sciences and Humanities Research Council for a three-year term.

The new council members are: Dr. Patricia Clements, FRSC, dean of arts at the University of Alberta and a current member of the SSHRC program committee; Dr. Monique Jérôme-Forget, president of the Institute of Research on Public Policy; Dr. David Leighton, senior fellow of the faculty and director of the National Centre for Management Research and Development at the University of Western Ontario; Dr. Paul Lovejoy, FRSC, professor of history at York University; Dr. Beverley Nicholson, associate professor in the department of Native Studies at Brandon University; Dr. Rosemary Ommer, professor of history and research director of the Institute of Social and Economic Research at Memorial University of Newfoundland; and Dr. Jean-Guy Paquet, FRSC, president of Laurentian Life Inc. and professor of electrical engineering at Laval University.

"From the Hill" columnist on leave

Since "From the Hill" first appeared in the Jan. 1991 issue of the CAUT *Bulletin*, I have covered issues both great and small involving the federal government's role in post-secondary education and research. This will continue next September when the *Bulletin* resumes publication.

However the next few columns of "From the Hill" will not be written by me. I will soon be starting a career development leave, and will return to this space next spring.

(Tim Stutt is a Government Relations Officer at CAUT.)

Le gouvernement fédéral à la rescousse?

L'ACPPU demande au premier ministre de respecter ses promesses concernant le financement de l'éducation postsecondaire

Tim Stutt

Au cours d'une entrevue qu'il accordait au *Edmonton Sun* en avril dernier, Ralph Klein, premier ministre de l'Alberta, n'y est pas allé par quatre chemins pour indiquer au gouvernement fédéral de «se mêler de ses affaires» et de ne pas intervenir dans les dossiers de compétence provinciale. De son côté, l'ACPPU a rétorqué en incitant le gouvernement fédéral à «mettre son grain de sel» dans le dossier du financement de l'éducation postsecondaire en Alberta.

Dans une lettre qu'il a fait parvenir à M. Chrétien le 18 avril dernier, le président sortant de l'ACPPU, Alan Andrews, indiquait que le gouvernement de l'Alberta «n'accorde pas sa part équitable de financement à l'éducation postsecondaire tel que l'entend le système de financement des programmes établis (FPE) visant le partage des dépenses engagées par les universités et les collèges du pays.»

Pour étayer ses propos, M. Andrews a cité les compressions qu'Edmonton effectuera dans les subventions de fonctionnement au cours du présent exercice et des deux prochaines années. L'ACPPU évalue ces compressions à 150 millions de dollars au total.

M. Andrews propose deux formules qui permettraient de corriger la situation.

Il recommande d'abord que le gouvernement fédéral tienne les engagements qu'il a pris au cours de la dernière campagne électorale, lorsqu'il a promis de solidifier les bases du système de financement de l'éducation postsecondaire.

«Nous vous demandons de négocier une entente avec les provinces afin de garantir les transferts fédéraux pour plusieurs années, en retour de quoi les provinces s'engageront à verser aux établissements la part de financement qui leur revient», a écrit M. Andrews.

L'ACPPU a également suggéré au premier ministre qu'il tente de convaincre son homologue albertain de rétablir les subventions qu'il a éliminées. M. Chrétien devrait exhorter le gouvernement provincial à ne pas régler ses problèmes de déficit au détriment de son engagement moral, pris en vertu du FPE, de consacrer sa part équitable de financement aux universités et aux provinces.

L'ACPPU demande un moratoire sur la fermeture des collèges militaires

L'ACPPU a demandé la tenue d'un moratoire sur la fermeture du Royal Roads Military College de Victoria, en Colombie-Britannique, et du Collège militaire royal de Saint-Jean, au Québec.

Dans un mémoire qu'elle a présenté le 26 avril au Comité sénatorial permanent des finances nationales, l'Association a qualifié les fermetures de «décision prématurée». Elle a expliqué que, comme le ministre de la Défense a déjà décidé que le nombre d'officiers formés dans les collèges militaires serait réduit de 47 p. 100, le comité parlementaire étudiant la politique de défense du Canada se trouve devant un fait accompli.

L'ACPPU a trouvé d'autres lacunes dans les propositions de fermeture du gouvernement.

D'abord, en dépit de la proposition de réduire le nombre d'officiers formés dans les collèges militaires, l'effectif total d'officiers ne diminuera pas si rapidement. Cela signifie donc qu'une proportion beaucoup plus importante d'élèves-officiers qu'à l'heure actuelle poursuivront leurs études universitaires dans des universités civiles, imposant ainsi de plus grandes pressions financières sur ces établissements.

Puisque les universités fonctionnent déjà à la limite de leurs capacités, il semble donc fort probable que l'accès des élèves-officiers aux universités civiles entraverait celui d'autres étudiants à l'éducation postsecondaire.

Ensuite, les Forces armées canadiennes ont de la difficulté à former du personnel parfaitement bilingue et se sont engagées à maintes reprises à remédier à la situation. On ne peut s'attendre à ce que la présence accrue d'élèves-officiers dans des universités civiles leur permette d'améliorer leur dossier à cet égard.

Le rapport du Comité ministériel sur les collèges militaires canadiens (CMCMC) du ministère de la Défense nationale recommandait que les élèves-officiers continuent d'être formés dans les trois collèges militaires. Cette recommandation repose sur la croyance que des «quatre piliers» du système, c'est-à-dire un enseignement universitaire complet, une formation militaire, un milieu bilingue et un programme d'éducation physique, les trois derniers sont mieux traités dans les collèges militaires que dans toute autre institution.

Enfin, dans son rapport, le CMCMC proposait l'établissement de liens plus étroits entre les collèges militaires afin de créer un réseau universitaire efficace. Il suggérait également une coopération accrue entre les collèges universitaires et les autres universités ainsi qu'entre les collèges et le secteur privé. Ainsi, en proposant les fermetures des collèges, le gouvernement fédéral tourne le dos à un projet pilote de coopération entre l'ensemble des universités canadiennes.

Pour obtenir un exemplaire du Brief to the Standing Senate Committee on National Finance on the Closure of the Two Military Colleges, présenté par l'Association canadienne des professeures et professeurs d'université veuillez communiquer avec Robert Léger, agent des relations avec le gouvernement au sein de l'ACPPU, au téléphone:(613) 820-2270; télécopieur: (613) 820-7244; e-mail: CAUT @ CARLETON.

Nomination de nouveaux membres au sein du Conseil de recherches en sciences humaines

Le 22 avril, M. John Manley, ministre de l'Industrie, a annoncé les premières nominations du gouvernement Chrétien aux conseils subventionnaires fédéraux. Sept nouveaux membres ont été investis d'un contrat de trois ans au sein du Conseil de recherches en sciences humaines (CRSH). Il s'agit de : Patricia Clements, membre de la Société royale du Canada, doyenne de la faculté des arts à l'University of Alberta et membre du comité sur les programmes du CRSH; Monique Jérôme-Forget, présidente de l'Institut de recherches politiques; David Leighton, attaché supérieur de recherche la faculté et directeur du Centre national de recherche et développement en administration à l'University of Western Ontario; Paul Lovejoy, membre de la Société royale du Canada et professeur d'histoire à la York University; Beverley Nicholson, professeure agrégée à la faculté d'études autochtones de la Brandon University; Rosemary Ommer, professeure d'histoire et directrice de la recherche à l'Institute of Social and Economic Research de la Memorial University of Newfoundland; et Jean-Guy Paquet, membre de la Société royale du Canada, président de la Laurentienne Vie et professeur de génie électrique à l'Université Laval.

À bientôt!

Depuis que cette chronique a été publiée pour la première fois, dans le *Bulletin* de janvier 1991, j'ai abordé toutes sortes de questions touchant le rôle du gouvernement fédéral dans l'éducation et la recherche universitaires. La rubrique reviendra en septembre, lorsque le *Bulletin* sera de nouveau publié.

Mais les prochaines chroniques seront rédigées par une autre personne puisque j'amorcerai bientôt un congé de perfectionnement. Je serai de retour le printemps prochain. Au plaisir!

(Tim Stutt est agent des relations avec le gouvernement au sein de l'ACPPU.)

The effects of mandatory retirement on university women

The CAUT "Policy Statement on Retirement and Non-discrimination on the Basis of Age" was approved in 1986. The CAUT Status of Women Committee, which is responsible for representing the interests of women academics in Canada, has concerns about the effects of mandatory retirement on women, and has prepared the following information paper on this issue. It is the view of the committee that mandatory retirement constitutes discrimination based on age but also, because of differing career paths of women, may be construed as discrimination based on sex.

There are several factors that have an effect on the current standard of living that university women can expect upon retirement. University faculty, as a general rule, embark on their careers much later than those employed in other professions because of the greater length of time required for acquiring the necessary qualifications for teaching and research. For women employed in the university, their careers may be further delayed and interrupted by time devoted to child-bearing and child-rearing.

This difference in career paths, often unrecognized and unacknowledged by the university, means that many women have fewer years of earning power, and thus, a shorter period of time in which to contribute to pension plans and make adequate provision for their years in retirement.

Pension contributions are based on salary: many university women suffer the additional disadvantage of having had lower salaries than many university men over the course of their careers, and therefore can only make a smaller annual contribution to the pension fund.

When forced to retire by the university the funds available to them are relatively small. With a money purchase pension plan as the only option, it is dubious whether it would be possible to obtain adequate provision for retirement. Add to this the fact that life expectancy for women is generally longer than for men.

These factors add up to a depressing picture: long years of financial difficulty, and in extreme cases, poverty.

These concerns have been voiced recently in the courts of Canada.

As Judge L'Heureux-Dubé stated in 1990 in her dissenting opinion in the Supreme Court of Canada appeal regarding mandatory retirement:

"Since retirement was set at 65, advances in medical science and living conditions have significantly extended life expectancy and improved the quality of life.... Women are particularly affected as they are less likely to have adequate pensions. There is no reasonable justification for a scheme which sets 65 as an age for compulsory retirement." (McKinney, Jr. v. University of Guelph, Supreme Court of Canada, December 1990, page 27)

The dissenting judgement in the case of Olive Dickason, a professor at the University of Alberta, also highlights the adverse effects of mandatory retirement on women:

"...Yet forced retirement at age 65 can have a devastating effect on individuals like Dr. Dickason. Some individuals in her position may be financially ill-prepared for retirement. Although the elderly make up only 10 per cent of Canada's population, they represent 42 per cent of the poor; see Alan Roadburg, Aging, Retirement, Leisure and Work in Canada (1984), at p. 22 et seq.. Women are penalized, in particular, because they tend to have lower paying jobs which are less likely to offer pension coverage, and they often interrupt their careers to raise families. (These socio-economic patterns, combined with private and government pension plans which are calculated on years of participation in the workforce, in some ways make mandatory retirement at age 65 as much an issue of gender as of age discrimination.)...

"For an academic the consequences of retirement include not only the loss of full income, but loss of access to computers, books, students, laboratories and other resources. ... the awarding of the status of professor emeritus is a poor substitute, since it confers almost no access to University facilities. Mandatory retirement for a professor hence means not only the loss of a job, but the denial of resources essential to any work at all." (Dickason v. University of Alberta, Dissenting Judgement of L'Heureux-Dubé and McLachlin. Supreme Court of Canada on Appeal from the Court of Appeal for Alberta. September 24, 1992)

When academics reach 65, many are still fully capable of making a continuing and significant contribution to the life of the university, and indeed, many may be realizing their full academic potential. The age of 65 is purely arbitrary and has no significance.

Flexible retirement is a sensible, and non-discriminatory, alternative to mandatory retirement. This is an alternative that ought to be explored by universities across the country.

UNIVERSITY OF WINDSOR

SSHRC POSTDOCTORAL FELLOWS 1995 - 1996

The Humanities Research Group invites applications from applicants for SSHRC Postdoctoral Fellows to hold their Fellowships with the HRG at the University of Windsor. Scholars with research projects in traditional humanities disciplines or in theoretical, historical, or philosophical aspects of the sciences, social sciences, arts, and professional studies are invited to apply. Individuals engaged in interdisciplinary or non-traditional research are particularly encouraged to apply.

Postdoctoral Fellows will be provided with office space, university affiliation and library privileges. The Humanities Research Group is an interdisciplinary centre which fosters research in the humanities at the University of Windsor. Through its programmes, speakers, fellowships, and colloquia it provides a unique multidisciplinary research environment. Postdoctoral scholars holding SSHRC Fellowships at the Humanities Research Group will become members of an innovative community devoted to the principles of interdisciplinary cooperative research.

Applicants should contact the Director as soon as possible about holding their fellowship at the Humanities Research Group. Applicants must apply for the SSHRC Postdoctoral Fellowship through the usual channels and must meet all the Council's criteria.

Applications should be forwarded to:

Director
Humanities Research Group
University of Windsor
401 Sunset Avenue
Windsor, Ontario N9B 3P4
Telephone (519) 253-4232 extension 3508; Fax (519) 971-3620

The University of Windsor is committed to equity in education and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged.

Deadline: Humanities Research Group - **August 15, 1994**
SSHRC - October 1, 1994.

TAX FAX

Robertson & Hill
Chartered Accountants

To: CAUT Members
From: Steven Dyck

Ruling on child support raises taxing questions

Few Canadians can have missed the reports of a Federal Court ruling that child support payments are not taxable to the recipient spouse. The decision was not based on sexual discrimination, but rather discrimination by marital status (although not a form of discrimination specifically proscribed by the Charter). The case raises questions quite apart from its financial implications: do we want courts rather than Parliament writing tax law? What social goals are we trying to promote through tax treatment of families? How can one talk of "discrimination" against a class as heterogenous as "divorced parents," 2/3 of whom will be affected adversely by the proposed new system, according to Finance Department data?

The specific decision was that the taxpayer, receiving child support as a divorced parent, need not pay tax on her support income. Behind this question looms the larger one of whether the paying spouse (98 per cent of the time the father) should continue to enjoy tax deductions for support. If yes, then the real discrimination in Canada will be against still-married couples, who continue to pay for their children out of after-tax dollars. If no, by how much should the father's support be reduced? Sufficient to leave the mother with as many non-taxed dollars as she would have had after-tax under the previous system? This would leave fathers in a higher tax bracket worse off than before, and reduce their incentive (and ability) to make their payments, a social goal the previous rules were designed to address. But if the fathers' payments are reduced to whatever their after-tax outlay was previously, this reduces what mothers receive. And the legal community says the Family Court system cannot handle the many thousands of cases this confusion will generate, as divorced parents re-open their agreements.

This havoc is precisely why tax policy belongs in Parliament, where public policy can be fashioned with maximum input and deliberation. What other nation allows its tax laws to be re-written in such ad hoc fashion? The irony is that the alleged beneficiaries of this decision are the children — the same children who are being encumbered by a national debt arising from lax fiscal policy that has reduced Canada to the 46th most indebted nation on earth, its 84 per cent debt-to-GDP ratio putting it (alonside Italy) in a class of its own in the G7, all other members being below 33 per cent. What does the Charter of Rights and Freedoms say to that?

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

CAUT calls on Ontario gov't

continued from page 1

document or the language of the legislation.

The AF&T Report also stated the government failed to distinguish between the teaching situation in the universities and that in the primary and secondary schools or between the work of academic staff and other employment situations. Such distinctions would have been useful in clarifying the intentions of the government.

In its framework document, the government ignored both the uniqueness and the complexity of the work of academic staff in the universities. Not only do they teach a largely adult and voluntary clientele of students. They also undertake as part of their contractual obligations research and scholarly activity, and they perform various community duties, some of which may legitimately be claimed as part of their university work. The Ontario framework may well impact in these areas in ways not intended by the government.

In a separate resolution the Council expressed support for the efforts of its member university faculty associations in developing and negotiating effective norms and processes to prevent harassment and discrimination.

Council also endorsed a resolution passed by the OCUFA board on April 8. Citing the diverse and autonomous nature of universities, the resolution opposed imposition by government of any policy that would curtail academic freedom and supported the right of CAUT member associations to effective participation in any process within their institution leading to the development of university policies on the prevention of harassment and discrimination.

(A copy of the AF&T Report can be obtained by contacting the CAUT office.)

PROVINCIAL ROUNDUP

J. Mark Langdon

Nova Scotia rolls back salaries, reneges on PSE funding pact

Manitoba universities also face cuts as Filmon latches onto themes in the Roblin Report

Nova Scotia is violating the terms of a three-year funding plan for post-secondary education by stipulating a cut rather than an increase for 1994/95 and disrupting existing collective agreements by rolling back salaries.

These moves, detailed in the Apr. 29 budget, upset post-secondary employees in the province and were criticized by John D'Orsay, Executive Director of the Nova Scotia Confederation of University Faculty Associations (NSCUFA).

Under a commitment from the previous Nova Scotia government, universities received no funding increase for 1992/93 and 1993/94 but were promised an increase of three per cent for 1994/95. The current government reneged on next year's increase and instead the budget provides a three per cent reduction in funding.

At the same time, universities, which recently increased tuition between eight per cent and 12 per cent, in part because of expectations concerning collective agreements, were provided with reduced expenditures by way of a freeze on salaries of all employees making more than $25,000.

This amounts to a "windfall" at the direct expense of university employees. For example, at Dalhousie, the loss is about $1.5 million in revenues from the three per cent cut, but the university will gain about $5.1 million through reduced expenditures for salaries.

The salary cut will be accomplished through legislation valid until November 1997 and similar to a 1991 enabling bill. Professors' salaries will be affected in three ways — a freeze on scale increases; a one-year delay in career development/performance increments; and a three per cent cut on salaries as of Nov. 1994.

D'Orsay condemned the government's budget, stating, "One week, we come to talk about academic faculty and redundancy provisions with the government and then we find out we can't bargain until 1997."

He went on to describe the wage cut as "grossly and manifestly stupid" given that professors salaries are "easily 30 per cent behind the national average now." He indicated that "this will be a huge disadvantage in recruiting faculty, almost all of whom are trained outside the province, to replace the substantial number of retirements coming in the next decade."

Some university presidents agreed that the salary cut will have a negative effect on education in the province. Mount Saint Vincent President Elizabeth Parr-Johnston said the cut "will affect morale, and that will affect productivity."

Ken Ozmon, President of Saint Mary's, expressed concern about the 13 per cent funding cut to universities, over four years. "It's certainly ominous for the future. It's either cut back costs or recoup the money through tuition hikes. There's only so much you can do with the latter," he said.

On another front, D'Orsay continues to be concerned with the government's handling of teachers' education and engineering programs in the province. A recent report by a review team, for the Nova Scotia Council on Higher Education (NSCHE), on teachers' education, was sent out for review by stakeholders on Feb. 8, with a deadline of Apr. 1, for respondents.

However, the council cut short the review process, made its recommendations on Mar. 18 and those recommendations were accepted on Apr. 15 by the Nova Scotia government.

As a result, the Nova Scotia Teachers' College will close and the government will withdraw funding for teachers' education at Dalhousie and Saint Mary's. Additional funding for teachers' education will be given to Acadia and Mount Saint Vincent. St. Francis Xavier was asked to provide a plan of viability by February 1995 at which time the government will decide if that program should be continued.

At the Nova Scotia Teachers' College, enrolment will fall from about 400 to 300 next year in the wake of no new admissions. Faculty will be reduced from 58 to 31. A number of professors affected are expected to accept early retirement and the collective agreement states that those who do not retire have a right to transfer to vacant positions. Some may be hired by the Ministry of Education.

Engineering programs were also recently scrutinized in a report commissioned by the NSCHE. Currently, engineering students spend two years at one of eight different universities and then move to the Technical University of Nova Scotia (TUNS) for three years to complete their degrees.

The review team suggested the Nova Scotia Agricultural College close its two-year entry program for prospective engineers and that Acadia University and University College of Cape Breton might want to expand by accepting engineering students in years three to five.

D'Orsay noted there was "really nothing there to indicate why these two schools should be selected." The report did note that the relevant student/teacher ratio at Acadia is 37.5 students per faculty member while at Saint Mary's, another university which currently provides first year courses for engineering students, the ratio is 39 students but D'Orsay stated that this is a "very fine measure" to base program expansion upon.

He wondered why there were no assessments of teaching, student demands or employment prospects and concluded the quality of the review team's report was "even worse" than that of the report on teachers' education.

Manitoba universities suffer 2.7 per cent to 3.7 per cent cuts

The Manitoba government has cut universities' funding by 2.7 per cent for the upcoming academic year. For the University of Manitoba the cut is actually 3.7 per cent due to the government's recall of a loan to one of the institution's faculties. U of M administrators are operating on the basis of a six percent decrease in funds for the 1994/95 year.

Brandon University and the University of Winnipeg have new and similar collective agreements. The two-year contracts offer faculty zero per cent on both scale and increments in the first year and either zero per cent on scale and two per cent on increments (Brandon) or a cash offer of about $1,000 across the board and half increments (Winnipeg).

At Manitoba, no agreement has been reached and according to a release by the Manitoba Organization of Faculty Associations, the board "is currently hanging tough on zero per cent on scale and increments over the life of a two-year contract."

Faculty at all Manitoba universities suffered six furlough days this year, known informally as "Filmon Fridays," which amounted to a 2.6 per cent loss in total salaries. The same is expected next year.

At Brandon, faculty association President John Blaikie said the budget reflected references in the Roblin Report which called for cuts to universities and increases for colleges. In the budget, colleges received a 3.3 per cent hike. Universities did, however, get more funding for capital budgets than did the colleges, which received nothing.

Professors were alarmed by recent remarks by Premier Filmon that they are not teaching enough and should be more reasonable in their salary requests. This was also a theme in the Roblin Report. Blaikie responded that Filmon is "just being political. He wants to pave the way for reintroduction of Bill 22, legislation which allows the government to walk around public sector agreements (by imposing unpaid days off)."

The faculty association at Brandon has asked the administration to appoint an arbitrator with respect to fighting against the unpaid days off. Blaikie notes that the collective agreement says any reduction in salaries must involve the introduction of retrenchment proceedings, namely a committee must be struck to determine the viability of other cuts which might be made.

This arbitration challenge has been stalled because the university refused to appoint an arbitrator. Subsequently, Blaikie wrote to the Labour Relations Board asking them to do so. However, at the time of writing, they too have declined to respond. A court challenge is being considered, Blaikie said, should the board fail to make the appointment.

Blaikie said the government is being deceptive with respect to its skills rationale for the new emphasis on colleges at the expense of universities.

"Community colleges need funding but what's happening is the government's reaction is more sinister. Colleges contract out a lot of their work. Many of these staff don't get sabbaticals and can't stay on top of their profession. They (the government) want us to do that too," he said.

Robert Chernomas, President of the University of Manitoba Faculty Association, said: "The University of Manitoba was ranked 15 in *Maclean's* rankings and they (the government) slipped in a one per cent tax on our funding for a 3.7 per cent cut. They say they are fighting short run deficits but are lowering taxes and the administration is not resisting (the cuts) in a serious way."

(J. Mark Langdon is a graduate student in the Department of Political Studies, Queen's University.)

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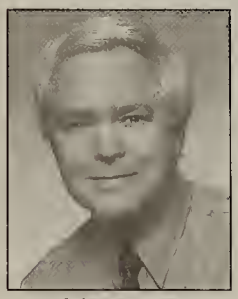
Focus on Faculty/Pleins feux sur les professeurs

*Academics are often honoured for their achievements and contributions in teaching and research. As a bi-monthly feature of the Bulletin, **Focus on Faculty** reports on awards, honours, fellowships and prizes awarded to Canadian university academic staff. Particular focus is on provincial, national and international awards of merit. The Bulletin welcomes receiving notice of awards or honours for academic staff for inclusion in this column, space permitting.*

*Les universitaires sont souvent honorés pour leurs réalisations et leurs contributions en recherche et en enseignement. La chronique du Bulletin, **Pleins feux sur les professeurs**, qui paraît tous les deux mois, présente les prix, honneurs, bourses et récompenses décernés à des universitaires canadiens. On signale surtout les prix provinciaux, nationaux et internationaux. La rédaction du Bulletin accepte tout avis de prix ou d'honneurs pour cette chronique s'il y a de l'espace.*



Gairdner Award

Anthony Pawson (Molecular & Medical Genetics, Toronto) has won a Gairdner Foundation International Award for distinguished contribution to medical science ($30,000).

Ordre des Palmes Académiques

Marc Le Maguer (Food Science, Guelph) has been awarded the prestigious Palmes Académiques by the Government of France. The award honours distinguished service to education in the humanities, sciences and arts. With the award Le Maguer is recognized as a Knight in the Ordre des Palmes Académiques.

Lambeth Degree

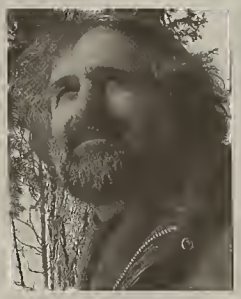
Robert Hunter Bell (Trinity College, Toronto) will receive the Lambeth degree of doctor of music in June in England. The degree is granted and will be conferred by the Archbishop of Canterbury. Bell is the sixth Canadian to receive the degree in the past century and the first born in Canada. The degree is awarded to people who have the potential to have studied for the degree but were precluded from doing so due to the time they spent serving the Anglican Church.

Fiddlehead Poetry Competition

Roger Nash (Philosophy, Laurentian) has been awarded first prize in *The Fiddlehead*'s 1994 poetry competition, for his poem "In the Kosher Chow Mein Restaurant." *The Fiddlehead*, published by the University of New Brunswick, is Canada's oldest continuous international literary journal in English.

Barlow Memorial Medal

Richard James (Geology, Laurentian) has been awarded the Barlow Memorial Medal for 1994 for a co-authored paper "Geological Environments for PGE-Cu-Ni Mineralization in the East Bull Lake Gabbro-Anorthosite Intrusion, Ontario." The Barlow medal, established in 1916, recognizes the best paper on economic geology published by the Canadian Institute of Mining, Metallurgy and Petroleum.



Arvon International Poetry Competition

Gary Geddes (Creative Writing, Concordia) has been named one of five runners-up in a prestigious poetry competition sponsored by *The Observer* newspaper in London, England. He will receive 500 pounds (roughly $1,000) for his poem "What Does a House Want?" The winner will get 5,000 pounds. The 1993 competition received 13,000 entries from throughout the English-speaking world.

Margaret B. Scott Award

Dianne Oberg (Education, Alberta) has been awarded the Margaret B. Scott Award of Merit by the Canadian School Library Association. The award is presented annually to honour an individual who has made an outstanding contribution to Canadian school librarianship at the national level.

Royal Society of London Fellows

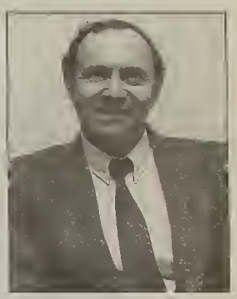
David MacLellan (Medical Research, Toronto)
Anthony Pawson (Molecular & Medical Genetics, Toronto)
Tak Mak (Medical Biophysics & Immunology, Toronto)
Scott Tremaine (Physics & Astronomy, Toronto)
Julian Edmund Davies (Microbiology, British Columbia)
have been elected fellows of the Royal Society of London, the oldest scientific society in Great Britain and one of the oldest in Europe. Fellows are chosen because they have carried out original research and have made a new and conspicuous contribution to science. Every year 40 new fellows are elected, sustaining a membership of about 1,000. At present there are 45 in Canada.

CBC Radio/Saturday Night Literary Competition

Roger Greenwald (Innis College, Toronto) is the winner in the poetry category of the CBC Radio/Saturday Night Literary Competition ($10,000, CBC radio broadcast, and publication in Saturday Night). The competition was based on entries of unpublished work.

Sterling Prize

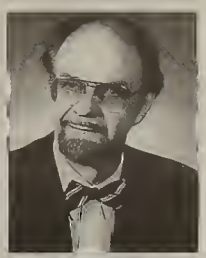
Parzival Copes (Professor Emeritus, Simon Fraser) is the first recipient of the Nora and Ted Sterling Prize in Support of Controversy. The $5,000 annual award recognizes and encourages daring, creative, unconventional and non-traditional thought in any field, which also meets high standards and is morally and ethically sound.



1994 Hames Research Award

Martin Bass (Studies in Family Medicine, Western Ontario) is only the second Canadian to receive the prestigious Curtis G. Hames Research Award presented annually by the Society of Teachers of Family Medicine. The award acknowledges and honours physicians whose careers have exemplified dedication to research in family medicine.

Killam Prizes



Endel Tulving

Adrian Brook

André Salama

Endel Tulving (University Professor Emeritus, Toronto), Adrian Brook (University Professor Emeritus, Toronto), and André Salama (University Professor, Toronto) are the winners of the 1994 Izaak Walton Killam Memorial Prizes. The $50,000 Killam Prizes, Canada's most distinguished annual awards, are financed through funds donated to the Canada Council and are given in recognition of world class achievement by Canadians in any of the disciplines in health sciences (Tulving), natural sciences (Brook) and engineering (Salama).

Fall Prize

Kunio Murasugi (Mathematics, Toronto) has been named the 1993 winner of the Fall prize, the most prestigious award of the Japanese Mathematical Society, for his studies in the area of knot theory.

McNeil Medal

Sid Katz (Pharmacology, British Columbia) was recently honoured by the Royal Society of Canada with the McNeil Medal for the Public Awareness of Science. Established in 1991, the award recognizes outstanding ability to promote and communicate science to students and the public.

Humboldt Award

Friedrich Rimrott (Professor Emeritus, Toronto) has received an Alexander von Humboldt Research Award for scientific cooperation between Canada and Germany. The award, in recognition of his outstanding contributions to engineering research, will give him an opportunity to have an extended research stay in Germany.

1994 ITAC/NSERC Awards

Richard C. Holt (Computer Science, Toronto) and **Mohamed I. Elmasry** (Electrical and Computer Engineering, Waterloo) are the two winners of the 1994 ITAC/NSERC awards. The winners will each receive $25,000 from the Natural Sciences & Engineering Research Council for research and $25,000 from the Information Technology Association of Canada over a two-year period. The annual award recognizes significant contributions by Canadian academics in the field of information technology.

IFT Fellow

Dave Stanley (Food Science, Guelph) has been named fellow of the Institute of Food Technologists for 1993, one of the highest honours in the realm of food science research.

Royal Society of Edinburgh

Jane Millgate (English, Toronto) a fellow of the Royal Society of Canada since 1986, has been elected a fellow of the Royal Society of Edinburgh.

Paper originally presented at the Learned Societies Conference, Ottawa, June 1993

The role of librarians in the inclusive university

Margot Schenk is Head of Library Services at Saint Mary's University and the current chair of CAUT's Librarians' Committee.

By Margot Schenk

At the last Status of Women workshop held by the Canadian Association of University Teachers on the topic of the inclusive university, I raised the question of library collections. My comment was received politely but participants hastened to move on to more "relevant" issues. Why is this the case? Do we all take for granted that university library collections are based on the principles of intellectual and academic freedom and that these principles will automatically lead to an inclusive academic library? Perhaps the library is simply forgotten. Perhaps the academy assumes that the library collection just happens, not recognizing that it is designed volume by volume as an ever-changing, growing entity.

Libraries are inclusive to the extent that their materials and access points represent the values and interests of both men and women, persons of diverse cultural and ethnic origins, differently abled persons, and persons of different sexual orientations. The principles of academic freedom, when applied to libraries, *should* lead to inclusive university libraries; however, I suspect that many of our university library collections are somewhat exclusive.

While preparing this paper, I sent out a message over the internet to an intellectual freedom (listserver) asking people to comment on the possibility of systemic barriers in our purchasing and cataloguing practices. Only one respondent thought I might be a little cynical, while most eagerly described how systemic discrimination happens in their institutions.

A professor of collection development at a Canadian library school said that he was impressed with the degree to which selection of materials in libraries is a matter of submitting to a machine — one that is designed, maintained, and operated for the benefit of a few very large publishers. He planned to spend more time teaching the issues of finding and selecting alternative materials. An American librarian said that she guards against bias by ordering materials she "hates" for 10 per cent of her budget. She felt that if we all did that cooperatively, balanced collections would result. Other Canadian respondents talked of the ease of buying mainstream materials and the difficulty of cataloguing non-mainstream materials, both of which mitigate against an inclusive diverse collection.

For most Canadian librarians, academic freedom is a right, as well as a responsibility, usually defined in their collective agreements, handbooks, or in their terms and conditions of employment. Academic freedom allows librarians to practice their profession unhindered by those in the community who would restrict or deny free access to information. As academic librarians we also have long defended the right of other members of the academy to the protection guaranteed by these principles.

The Canadian Library Association's statement of intellectual freedom says: "All persons in Canada have the fundamental right, as embodied in the nation's Bill of Rights and the Canadian Charter of Rights and Freedoms, to have access to all expressions of knowledge, creativity and intellectual activity, and to express their thoughts publicly. This right to intellectual freedom, under the law, is essential to the health and development of Canadian society. Libraries have a basic responsibility for the development and maintenance of intellectual freedom.

"It is the responsibility of libraries to guarantee and facilitate access to all expressions of knowledge and intellectual activity, including those which some elements of society may consider to be unconventional, unpopular or unacceptable. To this end, libraries shall acquire and make available the widest variety of materials."

Hate literature is, of course, an issue for librarians. Collections of extremist literature which can be characterized as hate literature cannot be justified on the basis of a balanced collection. "Balance" applies to competing theories which are subject to debate, discussion and consideration. When literature denies historical fact it is not redressing a balance in discussion, but promoting a historical fiction. Collections dealing with factual matter (historical or otherwise) need to stand the test of accuracy or authoritativeness, or be identified in some way as historical error or invention.

Most Canadian academic librarians are fully committed to these principles. What remains for us are the challenges, some of which can be discerned in existing systemic barriers. These barriers disallow full recognition and partnership to all those who would comprise an inclusive university.

Selection of materials

Purchases usually reflect current curricula and research interests of the institution, and books and other materials are selected and purchased based on criteria stated in library collections policies. These policies should reflect the need to incorporate, as widely as possible, all minority and marginal interests and points of view, as well as those on the frontier of knowledge. While supporting the curriculum, librarians try to include materials that may not be currently taught but which, nevertheless, reflect the intellectual and socio-political developments of a broader society.

Unfortunately, the reality is that collections in many Canadian academic libraries today are diminishing — *not* developing, or even remaining static — as a result of budget cuts, fund reallocation, the GST and other government initiatives. The GST does more than add to the cost of each purchase. Many small and alternative presses in other countries have refused to "collect Canadian taxes" and will not send materials to Canada, thus limiting the resources available to Canadian researchers.

The financial situation at some libraries has reached desperate proportions. For example, the University of British Columbia announced last year that their library serials budget would be cut by one million dollars. The UBC library, once ranked twelfth in the annual American Research Libraries Survey, now ranks twenty-seventh. Balancing library collections has taken on a new meaning and imperative: how can we achieve the goals of academic freedom and the inclusive academic library with the current funding crisis that exists in many institutions?

Given that the higher price increases typically occur among the costliest and most prestigious journals of a subject discipline, libraries may have to weigh the cancellation of several moderately-priced, but less critical journals against that of a few indispensable ones. Those that are dispensable may include publications of secondary importance within a given research field, journals that are basic resources for a particular subject but are comparatively little-used, cross-disciplinary journals that may not be of intense interest to any one academic department, and journals that cover subject disciplines that have a lower priority at a particular university.

Cutting large numbers of less prominent journals to save a small number of prestigious titles can have serious implications for the inclusive university. Scholars in less mainstream disciplines or in academic fields with relatively lower profiles face a greater likelihood that their journals will be cut than do those in other disciplines. Creative and thorough research in the affected disciplines thus becomes more difficult, as researchers have to expend more time and effort to obtain the literature they require.

These implications can be of special importance to women, visible minorities, and others who represent non-mainstream interests. Given that scholarly journals also reflect particular theoretical, methodological or ideological approaches, there is the additional risk that journal cuts may not be ideological neutral, that the diffusion of alternate or non-standard viewpoints might be restricted.

The process of selection at university libraries usually involves a partnership of faculty and librarians, and usually reflects the current curriculum. The majority of faculty in Canadian universities is still overwhelmingly white, male, able-bodied and heterosexual. These people usually recommend materials that support mainstream views and issues and do not reflect the widest possible range of social and political issues and philosophies.

There are other factors at play. Many university libraries rely on purchasing plans and machine ordering. With limited budgets, libraries can find enough materials to buy through the "easy" routes and may not search for elusive, ephemeral material representing more diverse viewpoints. It is, therefore, the responsibility of librarians to be aware of this systemic bias and avoid the easy route of restricted ordering that may be time-saving, but may not include material representative of divergent groups.

Along with selecting materials, most librarians also weed the collection regularly to make room for new acquisitions. The criteria used to weed unwanted materials may eliminate many of the ephemeral, alternative materials that support the inclusive university. The physical condition of these materials may be poor — many alternative presses cannot afford to bind their materials as well as the mainstream publishers. A book in poor physical condition is often discarded since it cannot be loaned. Frequency of use is another criterion for weeding. Small press books with a small readership may be weeded in favour of mainstream, widely cited material.

A note of hope is that with increasingly restricted purchasing power, many libraries are re-evaluating their weeding policies in favour of keeping more materials. The shelves are not filling up as quickly and it is still cheaper to rebind than replace.

Intellectual access

Should we be fortunate enough to have purchased diverse, controversial, obscure or politically radical material, we need to make people aware that we have this material and where it is.

The standard cataloguing practices at university libraries are developed largely for mainstream materials. The vast majority of academic libraries have access through subject heading and classification based on the United States Library of Congress system. The vocabulary used for subject access to university collections is controlled by a thesaurus compiled by the Library of Congress.

This institution has traditionally been monumentally slow in catching up to current trends, particularly with respect to subject analysis. It has only been in the last couple of years, for example, that the Congress has eliminated a whole range of discriminatory subject headings for women, such as the infamous "women as" headings. Why can't enlightened cataloguers just use enlightened subject headings to describe books, you ask. Once again Libraries are trapped by the easy and less expensive routes.

Most Canadian academic libraries find it much cheaper and more convenient to use large cataloguing utilities, such as (UTLAS), to derive cataloguing copy. Automated cataloguing methods work best for standard works from mainstream publishers where cataloguing records are created in machine-readable form, either pre-publication or shortly afterwards. These records, with their standard subject headings, are made available to libraries that

→

subscribe to these cataloguing services. Most libraries rely heavily on copying the subject headings assigned to books by large central agencies.

Materials which are difficult to catalogue, which may include local, obscure, ephemeral, special interest materials — in short, some of the items one would expect in the inclusive academic library — may languish for a long time in the backlog area of cataloguing departments. It is specialized, very time-consuming and therefore expensive work to start with the book in hand and assign subject categories and call numbers, with no guidance from the major cataloguing utilities. Which means access to materials that fall outside the mainstream may be delayed even if they do reach the library.

Physical access

There are the obvious physical barriers to any library collection. People in wheelchairs cannot reach the majority of the collection. People who have difficulty reading or using print materials have only limited number of materials available. While the demise of the card catalogue has made it easier for many to reach catalogue information, the difficulty of reading computer screens has created a different barrier for some. Very few library staff are trained in sign language to help hearing impaired users.

Most libraries do their best, with limited resources, to provide such things as doors that open automatically, recorded books, braille signs, "talking" computerized catalogues, machines that will read text aloud, large print terminals, and reference services to meet special needs. The use of cd-rom periodical indexes has enabled those who can't use conventional printed sources to do their own library research using specialized computer software. As well, the advent of the "virtual library," where computer-literate users may access a wealth of information from all over the world, has reduced the need to be physically present in a library to use its resources. All of these services demonstrate where library technologies have been of enormous value in eliminating physical barriers.

Many libraries, including my own, have these services. However, this still does not mean equal physical access for all users. It usually takes much longer for students with "special needs" to get the information they require, especially if it must be recorded or is accessed through special equipment. In addition, to get the enhanced service, students must identify themselves as disabled to the staff. All library staff must be sensitive to the needs of all users, and libraries that strive to be inclusive must find solutions.

Governance

At many Canadian universities the chief librarian or another administrator represents the library on university committees. As a result, academic policies are developed which perpetuate the inherent biases and prejudices of established power structures. It is important to have input from rank and file librarians whose viewpoints may be more diverse than those of library administrators.

If internal policies and procedures in libraries are determined by administrators, who may base their decisions solely on financial considerations and efficiency rather than on wider principles, we may not achieve the goals of the inclusive university library. As I have described, purchasing easily catalogued books from mainstream publishers can be very cost-effective, but at the expense of inclusivity. Declining budgets are a great excuse to limit the kind of purchases a university library may make. I have mentioned the importance of the library collections policy in determining what will be bought; there must be wide representation on committees which determine library policy if we are to ensure that the collection will be as inclusive as possible.

Academic inclusivity, educational equity

It is easy to say that an infusion of money would solve everything. It would certainly help. Without new money, however, careful choices must be made in allocating the resources available. The administrations of our universities and colleges must be committed to the principles of academic freedom and the inclusive university for much progress to be made.

Just as technology creates some of the barriers, so technology will open some of the doors. The recent National Summit on Information Policy recognized the role of technology in enabling access. Yes, we select and purchase materials through a system made easy because of automated procedures which may exclude materials not in the mainstream. However, the automation of library catalogues has created global libraries. Researchers can know about materials in libraries around the world from personal computers in their own homes, offices or libraries.

With machine readable cataloguing, researchers can find materials using specialized language that the author has used in the title or table of contents, and Boolean logic can link different concepts for more precision. Special personal computers can provide voice-read screens of library catalogues for those who require this assistance and library users in wheelchairs can access library catalogues independently, now that we have freed ourselves from card catalogues.

Systemic barriers to the creation of the inclusive university library do, indeed, exist but many Canadian librarians are aware of the issues and problems before them and are attempting, despite hard economic times and diminishing acquisitions budgets, to ameliorate them. Lobbying by groups such as the Canadian Association of University Teachers and the Canadian Association of Research Libraries can bring forward issues such as the restrictions imposed by the GST and the lack of funding for granting agencies. The shape of the library collection, access to the collection, and the place of the library in our institutions are important determining factors in weighing how far we have come toward the goals of academic freedom and the inclusive university. And if we are to achieve educational equity, all avenues of study must be supported; all members of the academic community must have access to information resources.

(This article is reprinted from *Women's Education des femmes*, vol. 11, no.1, spring 1994.)

LIBRARIANS' CONFERENCE

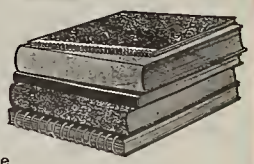
RECOGNITION LIBRARIANS' ACADEMIC STATUS

WESTIN HARBOUR CASTLE, VANCOUVER
NOVEMBER 17 — 19, 1994

KEYNOTE: QUESTIONS OF STATUS AND RECOGNITION
Sendre Zuk, Winnipeg

PLENARY SESSIONS:

- Chief Librarians as Administrators or Academics
  Ted Dobb, Simon Frasar
- Intellectual Freedom and the Inclusive Library
  Joyce Forbas, Lekehaad
- Evolving Profession or Eroding Professsion
  Richerd Hiett, Brock
- Retrenchment & Vertical Cuts
  Linda Winkler, Regine



CONCURRENT SESSIONS:

- Governance & Power
  Elizabeth Caskey, UBC
- Negotiations/Contract Language
  Dorothy Milne, Memoriel
- Academic Staff Association Activities
  Don White, Victorie
- Research and Librarians' Professional Image/ Academic Identity
  Joanne Mathews, UNBC
- Alternatives to Collective Agreements/ Special Plan Bargaining
  Percille Groves, Simon Freser

CONCLUDING REMARKS — B.J. Busch, Alberte

For more information or a complete agenda contact Ms. Nancy Gordon at the CAUT Office, Telephone (613)820-2270 or by Fax (613)820-7244

COLLOQUE DES BIBLIOTHÉCAIRES

LA RECONNAISSANCE DU STATUT UNIVERSITAIRE DES BIBLIOTHÉCAIRES

HÔTEL WESTIN BAYSHORE, VANCOUVER
DU 17 AU 19 NOVEMBRE 1994 À VANCOUVER

CONFÉRENCIÈRE INVITÉE: Sendre Zuk, Winnipeg
LE STATUT ET LA RECONNAISSANCE

SÉANCES PLÉNIÈRES

- Les bibliothécaires en chef en tant qu'administrateurs ou universitaires
  Ted Dobb, Simon Freser
- La liberté intellectuelle et la bibliothèque non exclusive
  Joyca Forbes, Lakahead
- Une profession qui évolue ou qui s'effrite
  Richard Hiatt, Brock
- Réduction des coûts et compressions structurelles
  Linde Winkler, Ragine

SÉANCES SIMULTANÉES

- Direction et pouvoir
  Elizabeth Ceskey, UBC
- Négociations/Libellé contractuel
  Dorothy Milne, Mamoriel
- Activités de l'association du personnel universitaire
  Don White, Victorie
- La recherche et l'image professionnelle des bibliothécaires/ L'identité universitaire
  Joenne Methews, UNBC
- Solutions de rechange aux conventions collectives/ Négociation de régimes particuliers
  Percille Groves, Simon Fraser

MOTS DE CLÔTURE — B.J. Busch, Albarta

Pour obtenir des renseignements supplémentaires ou un programme complet, prière de communiquer avec Nancy Gordon, à l'ACPPU, au (613)820-2270 ou par télécopieur (613) 820-7244

Susan Gray

NEWS FROM QUEBEC

Quebec's PSE priority is balancing the books

André Fortier, the former secretary of the Conseil des universités, didn't mince his words during a recent address to tbe Fédération québécoise des professeures et professeurs d'université (FQPPU). Fortier was the guest speaker at a day-long study session dealing with budget cutbacks.

Fortier, who was Claude Ryan's chief of staff during the 1980s, began his speech by describing recent events in Oregon's university sector. Between 1990 and 1991, more than 100 university programs were eliminated as part of a massive cost-cutting exercise undertaken by the state.

Fortier didn't attempt to make a direct comparison between Oregon and Quebec. His point was simply to show that the state can out-manoeuvre the community at times because of the speed with which it can act.

According to the speaker, for the last 15 years the Quebec government has primarily been concerned witb budgetary imperatives; university accessibility is no longer its priority for higher education. He predicted its next priority will be university research.

The former secretary believes, like Cicero, that good government means a budget with no deficit. It is therefore incumbent upon the university community, he feels, to suggest a developmental perspective which would allow the necessary funds to be found.

In order to do this, Fortier recommends increased consultation among members of the Quebec university community. Ideally, proposals dealing with the future of tbe university as a wbole as well as suggestions directly related to budgetary issues would emerge.

A consultation process such as the one suggested by Fortier is not a given, however. Simone Landry, the president of SPUQ (Syndicat des professeurs et professeures de l'UQAM), believes professors and administrators must first discuss the issues separately.

"We're still very far from a consensus," she said during a recent telephone interview. Dr. Landry, who decries the fact that neither university heads nor tbe government see university education as a societal investment, thinks professors should keep their discussions within the FQPPU for now.

Mega-hospital project approved

The boards of five of McGill's teaching hospitals voted at the end of March in favour of merging to create a $1 billion mega-hospital.

The plan will affect the Montreal General, the Royal Victoria, tbe Montreal Children's and the Montreal Chest Hospital (althougb the Chest Hospital became part of the Royal Vic on April 1), as well as the Montreal Neurological Institute.

Only the Jewish General Hospital decided not to participate in the plan in a move to preserve its identity.

The next step, now that the plan is approved, is to obtain $10 million from the provincial government for architectural and engineering plans. The new hospital centre, which is to be built within the next 10 years, would require a minimum of $100 million from the government before construction could begin.

The centre would handle short-term care only. Despite having 400 fewer beds its potential patient load would be greater than that of the five existing hospitals.

Following meetings between politicians and tbe steering committee, it appears the project has the general support of both the Liberals and the PQ. The next meetings planned are budgetary negotiations with government bureaucrats following which an order-in-council for the funds must be obtained.

Before preparing its final report, the steering committee considered briefs from many groups, among them, the Royal Victoria's Council of Physicians, Pharmacists and Dentists. The council fully endorsed the committee's proposal.

Council President Gerald Stanimir said he believes the province would be able to support two mega-hospitals in Montreal. (The Université de Montréal's hospitals are considering merging but are far from a consensus)

The aim of the McGill proposal, he says, is for its medical faculty to remain the best in the country. If it is not approved, the hospitals "will have to become more complementary, so that we can further rationalize our services."

New university-industry research centre

Improving Quebec's competitive position in tbe world is the goal of a new university research centre witb the acronym CIRANO (Centre interuniversitaire de recherche en analyse des organisations). The centre, wbich officially opened its doors in January, is located in Montreal.

CIRANO will receive most of its funds from the provincial ministry of industry, commerce, science and technology in the form of a five-year grant for $5.7 million. The centre's additional funding will come from financial contributions from member businesses and contracts with individual clients.

The six founding universities are: École Polytechnique, École des Hautes Études Commerciales, Université de Montréal, UQAM, Laval and McGill.

Improving commercial performance in the labour market, the financial market, innovation and contracts are among the areas to be explored by CIRANO. One of the centre's objectives is improved knowledge transfer from the universities to the private sector, as well as berter collaboration between the two sectors.

CIRANO's administrative director, Jacques Blais, says wbat sets the centre apart from other technology transfer centres in Canada is the concentration of academic expertise in economics. According to Mr. Blais, "There is nothing comparable to CIRANO in this area."

(Susan Gray is a freelance journalist and translator who lives in Montreal.)

NOUVELLES BRÈVES DU QUÉBEC

Une concertation afin d'aider l'État

Susan Gray

L'ex-secrétaire du Conseil des universités, André Fortier, a livré un message provocant lors de la récente journée d'information et de réflexion sur les compressions budgétaires, organisée par la Fédération québécoise des professeures et professeurs d'université (FQPPU) dont il était le conférencier.

M. Fortier, qui a aussi été chef de cabinet de Claude Ryan au cours des années 1980, a commencé son discours en relatant des événements récents dans l'État d'Orégon. Ce dernier a subi, entre autres, la fermeture d'une centaine de programmes dans les universités lors d'une diminution draconienne du financement de l'enseignement supérieur entre 1990 et 1991.

M. Fortier ne cherchait pas à comparer le Québec et l'Orégon. Il voulait tout simplement montrer avec quelle rapidité l'État peut déjouer les plans de la collectivité.

Selon M. Fortier, depuis une quinzaine d'années, le gouvernement du Québec se laisse beaucoup plus guider par des impératifs d'ordre budgétaire que par le souci d'accessibilité.

La priorité pour l'avenir sera la recherche croit-il.

L'ex-secrétaire du Conseil estime, comme Cicéron, qu'une saine gestion gouvernementale consiste à ne dépenser que ce que le budget permet, et pas plus. Il croit donc qu'il appartient au milieu universitaire de proposer une perspective de développement qui permettrait de trouver des ressources suffisantes. Pour ce faire, il recommande une plus grande concertation de toute la communauté universitaire québécoise afin d'arriver à des propositions touchant non seulement les questions budgétaires, mais aussi l'avenir de l'université.

Une telle concertation n'est cependant pas un fait acquis. Simone Landry, présidente du Syndicat des professeurs et professeures de l'UQAM (SPUQ) croit que les professeurs et les administrateurs doivent d'abord discuter de la problématique séparément.

«On est très loin d'un consensus», a-t-elle affirmé lors d'une récente entrevue téléphonique. M^me^ Landry, qui décrie le fait que ni les responsables des universités ni le gouvernement ne voient l'éducation universitaire comme un investissement, est d'avis que les professeurs doivent débattre de la question à l'intérieur de la FQPPU pour le moment.

Un méga projet d'hôpital est approuvé

Les conseils d'administration de cinq hôpitaux d'enseignement de l'université McGill ont voté à la fin de mars en faveur de la création, au coût d'un milliard de dollars, d'un complexe hospitalier d'envergure.

Les établissements visés par le projet sont l'Hôpital général de Montréal, l'Hôpital Royal Victoria, l'Institut neurologique de Montréal, l'Hôpital de Montréal pour enfants et le Centre hospitalier thoracique (qui fait partie du Royal Vic depuis le 1er avril).

Seul l'Hôpital général juif a décidé de ne pas participer au plan de fusion, dans le but de protéger son identité.

Maintenant que le projet est approuvé, il faudra obtenir 10 millions de dollars du gouvernement provincial pour les plans architecturaux et les plans d'ingénieurs.

La réalisation du centre hospitalier prendra environ 10 ans et nécessiterait au moins 100 millions de dollars du gouvernement avant le début de la construction.

Il s'agit d'un hôpital de soins de courte durée qui, malgré ses 400 lits en moins, devrait recevoir plus de patients que les cinq établissements actuels.

D'après les rencontres tenues avec les politiciens et le comité directeur, il semble que le projet bénéficie de l'appui général des politiciens libéraux et péquistes. Il faut maintenant négocier le financement avec les fonctionnaires gouvernementaux, et obtenir un décret gouvernemental pour les fonds.

Avant de préparer son rapport final, le comité directeur a étudié la documentation présentée par plusieurs groupes, dont le Conseil des médecins, des pharmaciens et des dentistes de l'Hôpital Royal Victoria. Le Conseil donnait son plein appui au projet.

Gerald Stanimir, président du Conseil, estime que la province ne pourrait financer deux supercentres hospitaliers à Montréal — les hôpitaux de l'Université de Montréal parlent d'une fusion mais sont loin d'un consensus.

Si ce projet, qui vise, dit-il, à ce que McGill maintienne sa position comme meilleure faculté médicale au Canada, n'est pas approuvé, les cinq hôpitaux «devront devenir plus complémentaires, pour qu'on puisse rationaliser davantage leurs services».

Nouveau centre de recherche et de collaboration entre le milieu universitaire et le secteur privé

Un nouveau centre universitaire vise à améliorer la position compétitive du Québec dans le monde. Il s'agit du Centre interuniversitaire de recherche en analyse des organisations (CIRANO), inauguré en janvier et situé à Montréal.

CIRANO recevra la majorité de ses fonds du ministère provincial de l'Industrie, du Commerce, de la Science et de la Technologie. Il s'agit d'une subvention quinquennale totalisant 5,7 millions de dollars. Ses entreprises membres auront aussi à verser une cotisation annuelle; d'autre argent proviendra de contrats avec des clients individuels.

Les six universités fondatrices sont : l'Université de Montréal, l'École Polytechnique, l'École des Hautes Études Commerciales, l'Université McGill, l'Université du Québec à Montréal et l'Université Laval.

CIRANO vise à améliorer la performance des entreprises dans les domaines comme le marché du travail, les marchés financiers, l'innovation et les contrats.

L'un des objectifs du centre est d'améliorer le transfert des connaissances du milieu universitaire au secteur privé et la collaboration entre les deux secteurs.

Selon le directeur administratif de CIRANO, Jacques Blais, ce qui le distingue d'autres centres de transfert de la technologie au Canada, c'est la forte concentration d'expertise universitaire en sciences économiques. «Il n'y a rien de comparable au CIRANO dans ce domaine», dit-il.

(Susan Gray est journaliste et traductrice pigiste et vit à Montréal.)

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L'ACPPU a créé une catégorie de membre particulière pour les professeurs à la retraite dans le but de leur permettre à la fois de maintenir leur adhésion et de verser une cotisation réduite. La cotisation annuelle de cette catégorie de membres pour l'exercice financier 1994-1995 est de 10,00 $ (du 1er juillet 1994 au 30 juin 1995). Veuillez communiquer avec ACPPU, 2675, promenade Queensview, Ottawa (ON) K2B 8K2; télécopieur: (613) 820-7244.

TRIBUNE LIBRE / COMMENTARY

Ontario's zero-tolerance policy or the end of academic freedom: Between the reign of intellectual terrorism and university cleansing

Le Conoda est une société multiculturelle où l'on retrouve des gens de presque toutes les races, les religions et les cultures du monde. Dans un tel contexte, est-il possible de ne pas froisser ne serait-ce qu'une personne, du moins dans les disciplines non scientifiques enseignées à l'université – par exemple, dans les domaines des arts, des sciences humaines et des sciences sociales? C'est là le grand problème que pose un document tel que la Politique-cadre de l'Ontario en matière de prévention du harcèlement et de la discrimination.

Nous avons effectivement besoin de lois et de règles de conduite qui permettent de régir ceux qui pratiquent délibérément le harcèlement et la discrimination, mais aucune loi ne pourra éliminer le sectarisme et le mépris.

Ce cadre est l'oeuvre d'une minorité qui entend nous imposer ses voleurs et ses croyonces, quels que soient les coûts et les conséquences. C'est pourquoi nous, la majorité, devons nous faire entendre avant d'être muselés de façon définitive à cause, en partie, de notre silence.

By Fernando de Toro

The *Fromework regarding Prevention of Harassment and Discrimination in Ontario Universities* proposed at the beginning of this year by the Rae government deserves an adequate response, since it threatens the very autonomy of the university, and is a document worthy of a totalitarian society.

As a university professor for the past sixteen years, and as a member of the university community for the past twenty six years, I have never seen such a definitive attempt to muzzle the academic world. Furthermore, it is difficult to understand this particular renewed assault on the university.

Now, after having literally destroyed university finances, a second massive attack is about to take place namely, academic freedom. No one in the university community in this province, has any patience with harassment and discrimination. In fact, for years now, most universities have had in place strict harassment and discrimination policies. Moreover, universities have been revising and making even stricter the general code of conduct. Therefore, for many members of the academic community it is difficult to begin to understand what prompted this assault on academic freedom.

My concern, and that of a substantial number of academics and students alike, is not that this *Fromework* which universities were ordered to implement Mar. 1, 1994, calls for a strict code of harassment and discrimination from our universities and society at large, but that it is highly ambiguous and just too broad. In its present form, this *Framework* will not create a better working environment, free of discrimination. In my opinion, it may do exactly the contrary by creating a mechanism to harbour and inflame the most incredible array of complaints and abuse.

First of all, the record should be set straight. No individual in the academic community is asking for "the right to be offensive," as irresponsibly put by Robert Fulford in *The Globe and Moil*, February, 1994. What we are concerned with, however, is the concrete reality of being gauged with ensued self-censorship that both professors and students could very well impose on themselves to avoid any possibility of being accused of discrimination or harassment.

It is easy to see from the nine pages of the *Fromework* what the sweeping implications and the devastating effect this will have on academic freedom. None of these different clauses ever define what is, for instance, inappropriate behaviour "off campus," or "neutral harassment," or what kind of comments or materials will create a hostile and negative working environment, or what a visitor may or may not say in a public lecture (perhaps we should start sending in advance a zero tolerance questionnaire to our guests and request their lecture).

The practical problem with these statements is that both students and professors won't know any longer what they may or may not say for the fear of offending someone. I profoundly feel that this document will lead to silence and it will destroy and drastically compromise the very nature of the university: a place of free thinking and inquiry. This is a gag that will stifle and choke debate of different ideas and intellectual positions.

Let us give some concrete examples. As a professor of comparative literature I teach literary and theoretical texts from many different countries, continents and cultures. Among them I have a text like *Don Quixote* by Kathy Acker, which contains coarse language and may offend several groups such as women, religious persons and at least a sector of the heterosexual community. I also have a novel by J. M Coetzee, a South African writer who in *Foe*, has transformed Robinson Crusoe's Indian slave, Friday, into a seemingly deaf-mute black who is brought to England. This text, may also offend people of African descent. Then, in some Latin American fiction, such as *I the Supreme*, by Roa Bastos, women, the church, and intellectuals are portrayed in a degrading light. And, what about Samuel Rushdie's *The Satonic Verses*, which we now know for certain offends Muslims. And, finally, there arises the position of male students who register in feminist courses. In fact, nobody has mentioned that male students also have rights and may feel offended or interpret some opinions as "male-bashing."

The point I am trying to make, is that in a society like Canada, where we have almost every race, religion and culture in the world, how can anyone say anything, at least in the non-scientific disciplines of the university, such as Arts, Humanities, and Social Sciences, without offending at least one person? And this gag also applies to students, since they will also have to be careful about what they say so that they may not offend a given religious and/or ethnic minority that is present in a class. This is why so many faculty, including myself, and students, believe that this *Fromework* proposed by the NDP is simply madness, particularly when imposed on universities, where controversy has always existed about a thousand and one issues. Until now, faculty and students have engaged in discussions, heated or not, but discussions which have allowed free expression and development of ideas. But, my feeling is that from now on we will have intellectual terrorism and institutionalized academic cleansing. In my view, this is not only totally unacceptable in a pluralistic society such as ours, it also opens the door for a never-ending series of complaints which, as the *Fromework* states, if nor solved favourably at the university level, can continue at the Provincial level!

Moreover, there is another substantive issue I wish to underline: I strongly believe that a strict code of conduct should exist (as it already exists), and that hate literature or lectures should definitely be banned (as they are already banned), but we must not throw the baby with the bath water. Also, I think that "political correctness" has gone berserk, and is completely out of control. In the case of the university, the only effect, I insist, will be silence, and the freedom to express ideas and opinions will simply vanish because at every turn, one will ask "Will what I want to say be correct?". And this, I believe, will be the end for the university as we have known it as a place of free expression and thought.

Something else should be said here and that is that simply by reading or listening to people's reactions to the *Fromework*, inside and outside of the university, I have the very strong feeling that the majority of the people in this province, and indeed in the country, will never agree with such measures, particularly when in the USA, these kinds of Orwellian intellectual terrorism are being withdrawn (see *The Ottawa Citizen*, February 8, 1994). The reason for this being that they not only did not correct discrimination or harassment, but in some cases, made the situation even worse.

I would like to stress that, in my opinion, any attempt to achieve "zero-tolerance" (not defined by the NDP) is a myth. This is simply because in any place where you will have people with different values, mores, cultures, costumes, traditions, you are bound to find different and "offensive" positions. And we in Canada know a great deal about it and, therefore, the NDP should be more enlightened. Secondly, "tolerance" is a regrettable choice of words, since to tolerate has a negative connotation which means to "put-up with" the other's differences, and no zero-tolerance policy or law is going to eradicate difference. This distinction must be made because most of the time some forms of so-called discrimination or harassment in fact have to do with the question of difference. For instance, the NDP is applying in its *Fromework* an exclusively white middle class code, which does not even take into account that in a multiracial and multicultural society such as ours, this is simply a game of bullying the other.

Yes, we must have legislation and rules of conduct to control those who purposely engage in harassment and discrimination, but no legislation is going to eradicate bigotry and abuse. The solution is somewhere else: in education, and this starts at home, and continues in the school and all through our lives. The question is not to tolerate, but to accept the other, to understand the other and to respect our differences and share our common spaces.

A final point, and that is that this *Framework*, as with so many other imposed "frameworks" which are becoming customary in our society these days, is, in my opinion, the result of a minority manoeuvre, but a minority with a clear agenda to impose, no matter what the cost and consequences, their values and beliefs on the rest of us. This *Framework* of divisiveness is a perfect example and proof of this minority agenda, and once and for all, we the majority should start speaking, loud and clear before our muzzling becomes complete and final thanks, in part, to our silence. If we do not speak out, and keep accepting to be dictated to from governments (and from minority interest groups) what we should think, believe, say, act, then we are going to be responsible for our own oppression, and contribute to the police-state mentality and environment that this *Framework* will definitely introduce in our universities.

(Fernando de Toro is a full professor in the School of Comporative Literory Studies, Carleton University, Honourory President of the Instituto Internacional de Teorío y Crítico de Teatro Lotinoamericano, secretary of the Arts Foculty Board and member of the senate of Corleton University. He is on speciolist in modern and postmodern theory, and modern theotre and literary theory.)

Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. The views expressed are those of the author and not necessarily those of CAUT.

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CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary, for the purposes of translation into the other official language. No pen names. CAUT hopes to publish one such article per issue but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (word perfect 5.1).

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BOOKSHELF / LE COIN DES LIVRES

The Idea of the University: A Reexamination

by Jaroslav Pelikan
Yale University Press, 1992

Universities have never regained the optimism, confidence, sense of importance and public esteem they had before the time of troubles in the late 1960s and early 1970s. Now, everywhere in the English-speaking world at least, universities have to face, first, the hostility of governments demanding "accountability" for their shrinking grants of public money, second, the suspicion of a disillusioned taxpaying public no longer deferential to institutions, and, finally, the litigious complaints of students in what David Riesman called "an era of rising student consumerism."

Even more demoralizing in some ways is the civil war raging in many universities in humanities and in some social sciences between curricular innovators and traditionalists. At their most radical, the innovators — an eclectic alliance of deconstructionists, post-modernists and some (though by no means all) Marxist, feminist, gay, and black groups — denounce established courses as "Eurocentric, logocentric, phallocentric," the preserve of white male elitists.

Prevailing university offerings and practices are also frequently attacked from the right — by Roman Catholic traditionalists, Anglo-Catholic conservatives, Protestant fundamentalists, neo-conservatives, remnant Southern agrarians — as without coherence and void of moral content. And the defenders of conventional curricula — other conservatives, libertarians, free marketeers — are more persuasive in their attacks on critics than in their advocacy of the status quo.

It is, therefore, on first sight, a relief to read Professor Pelikan's essays — calm, rational, cheerful, even optimistic. Pelikan is Sterling Professor of History at Yale, a historian of Protestant doctrine. In 1990 he was asked by Benno Schmidt, then president of Yale, to deliver a set of public lectures on the future of the university; this book is based on those lectures. As his organizing device, Pelikan set up a sort of dialogue between himself and John Henry Newman who, in 1852, had published his *Idea of a University*.

In his book, Cardinal Newman made a generous, inclusive and thoroughly secular defence of intellectual freedom. He defined freedom of enquiry as the primary purpose of the university. The university should act, he wrote, as an umpire "between truth and truth." He dismissed with scorn those who saw the university as a "sort of bazaar, ... in which wares of all kinds are heaped together for sale in stalls independent of each other." Rather, "a University is the home, it is the mansion-house, of the goodly family of the Sciences, sisters all." Pelikan is at his most attractive in recalling and applauding Newman's faith in the unity of arts and science, and his defence of freedom against the orthodoxies of his time.

While much of his book reaffirms Newman, Pelikan does take issue with his mentor on some matters. Newman saw universities as preserving and, through teaching, diffusing knowledge, not advancing it. Research, he thought, should take place elsewhere. Pelikan, however, links research and teaching, insisting on the truth of the familiar and slightly evasive notion that good teaching requires ongoing research, and that good research benefits from exposure in teaching. Further exposure, of course, requires publication. And the fruits of publication have to be made available in libraries.

Gradually Pelikan manages to justify all the conventional parts of a modern multi-versity: there is a place for the professional schools, for the humanities and social sciences, and, indeed, for a wise and balancing administration. Pelikan is tirelessly moderate and judicious: curricular experiments are good, but so is the tried and tested; the university should never be an apologist for an unjust society, but, on the other hand, should never become caught up in revolutionary fervour.

Where Newman was intellectually inclusive, Pelikan is institutionally inclusive: nothing is seriously wrong in his imaginary university. Where Newman is confident, Pelikan is complacent. More and more this book reads like an intelligent and conventionally compassionate university president's fund-raising appeal to the alumni. What is finally missing from it is any sense at all of the real crisis of universities now — students, faculty, administrators, and lay observers all in varying degrees alienated, incapable, resentful, cynical, and bored.

(Review by William H. Nelson, Department of History, University of Toronto.)

Sounding Differences: Conversations with Seventeen Canadian Women Writers

by Janice Williamson
University of Toronto Press, 1993

Janice Williamson's *Sounding Differences: Conversations with Seventeen Canadian Women Writers* is an interesting dialogistic text in which interviews, captured over a five-year period, interweave the roles of women as creative writers, social critics and textual readers. The dialogues attempt to flesh out a variety of concerns raised in writings from which an excerpt precedes each conversation. Every text is foregrounded by a snap-shot of the writer interviewed. This visually unilingual space is given voice by the reader to depict a range of textures, tones and structures. Sensed are feelings of uneasiness, questioning, even antagonism; certainly of sympathy, hesitation and understanding; and, at times, of at-homeness, geniality and tactful puckishness. This blending of orature, photography and written language breaks down the formal distinctness of traditional critiquing. It celebrates the mind/body/spirit continuum of women's ways of experiencing.

In probing into the politics of these contemporary women writers, Williamson succeeds in interrupting the literary habits established by critiquing canonical (white, male, heterosexual, middleclass) writing. The multidimensional nature of the writings cross boundaries: for example, between feminist academic discourse and the daily living acts of doing and talking by community activists. It crosses boundaries by treating the politics of difference in terms of class, race, ethnicity, sexual orientation, or even by country of origin. However, the difference involved in being differently abled still seems to be surrounded by the soundings of silence.

Identifying differences between women writers Williamson declares to be one of her major concerns. A subtle way in which these differences come through is in the nuances that surround each conversation. Williamson is at home, for example, with several of the established writers — with the revolutionary and conformist tensions in the poems of Phyllis Webb, with the intellectual wrestling of Nicole Brossard, or with the intuitive thinking of Jeannette Armstrong. She is less at ease with Claire Harris's anger against the capacity for evil that racism reveals. Not only does this cancer eat away at joy asserts Harris, it limits the dream. A similar disquiet — this time openly admitted — is sensed with Elly Danica's *Don't: A Woman's Word*, which probes into the learned powerlessness of the violated woman or child.

Williamson has also successfully interfaced excerpts from formal texts with discussions that evoke the heard and felt voice of writers in conversation. And as they wrestle with themselves and their ideas, both voices are juxtaposed with an eloquent stillness of photographs. The multilingual gestures of this triple-voice approach circumvents any easy articulating of the different material in this book. The conversations are highlighted with nuggets of expressions. Lee Maracle's "an infinite number of pathways to the centre of the circle" expresses the aboriginal philosophy and symbolism of inclusivity. Yet her discussion of the pain implicit in healing oneself, for example in "unbecoming a racist" is far removed from the characterization of Gail Scott's writing as capturing "a very rhythm and almost conversational surface" to express the lineal textures of woman's experience.

And so each writer is differentiated in distinct ways. Di Brandt, who comes from a Mennonite community, makes space in her writing for the contradictory experiences of oppression, celebration and invention. As an immigrant of Icelandic heritage, Kristjana Gunners protects her "personal vulnerability" by "arrogance" — making the reader care enough to read Gunners "into existence." Both Smaro Kamboureli, of Greek heritage, and Lola Lemire Tostevin, a French Canadian whose childhood borrowed Cree name was "Kaki" (frog), are deeply concerned with women's writing achieving a self-defined space. It is through and in their language(s) that women can explore a "polyphonic presence" of the self.

Joy Kogawa talks about the blindness of a political reality that discriminates among different kinds of oppression by pitting one ethnic group against another. M. Norbese Philip sees appropriation and interruption of chosen voices as a kind of censorship: a refusal to acknowledge the imaginative and psychic resources developed in other cultures and brought in by the immigrant to Canada. This kind of "uglification of the soul," to use a Kogawa phrase, has to be named. That is, recognized and identified before we can, as Caribbean novelist Wilson Harris puts it, embrace our lostness and failure to see ourselves as part of an indispensable, complex, community of people. Feminists must see and acknowledge that it is our small-mindedness that privileges the theorists and academics and negates the practical activism of the everyday politics of a Bronwell Wallace.

Lola Lemire Tostevin believes that theory is written by the conscious self and is behind all types of activism even though the framework may differ. Wallace accepts the necessity of the development of feminist theory; for her it connects the solitude of women's writing with women's thinking. Daphne Marlatt and Betsy Warland explore, among other things, the role of feminist theory in naming and articulating consciousness. In noting that exploitation and appropriation — even colonizing — take place when the writer remains on the outside of the experience, Warland stressed that the debate about truth has become an increasingly complex issue since our sense of reality is shaped by the context in which we have lived. She sees women writers of colour rather than lesbians or any other diversity group as currently taking the most significant risks.

The differences that are sounded in the conversations, writings and experiences of these 17 Canadian women are necessary for Williamson's purpose and befitting the writers. These conversations also show that the collaboration in which some of these writers are engaged is, like all the writings, directed towards helping other women live in a state of grace; that is, with integrity. Perhaps Erin Moure's statement that living on the edge of confusion helps her as a writer find what she needs may also be an assessment of what women have had to do to claim their voices. Certainly these writers have questioned the accepted norms canonized in the literature of the past and opened up structures that reveal different kinds of truths.

(Review by Joyce Forbes, Department of English, Lakehead University.)

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CLASSIFIEDS/ANNONCES CLASSÉES

CAUT/ACPPU BULLETIN

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UNIVERSITY OF SASKATCHEWAN - A one-year (possibly renewable) term position is available at the Assistant Professor level. PhD (or recent ABD) in Agricultural Economics is required. The successful candidate will teach classes in Canadian Agricultural Marketing Systems and other areas of specialization at the undergraduate and (possibly) Master's levels. Appointment is effective July 1, 1994. Salary is commensurate with qualifications. Applications close when the position is filled. In accordance with Canadian Immigration requirements, this announcement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of Saskatchewan is committed to the principle of employment equity. Women candidates, candidates of aboriginal descent, and candidates from other minority groups are especially encouraged to apply. Candidates should send their C.V. and transcripts and arange to have three letters of reference sent to: Head, Department of Agricultural Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

AGRICULTURAL MARKETING

UNIVERSITY OF ALBERTA - Professorship in Agricultural Marketing. Duties include marketing research and extension (80%) and teaching (20%). The position is funded by the Alberta Agricultural Research Institute to stimulate research in the marketing of value-added agricultural and food products. The extension program requires the appointee to establish contacts with the agricultural and/or food industries in Alberta and keep them informed of marketing research development. Candidates should possess a PhD degree in agricultural economics or equivalent and a strong background in marketing research. This is a term position to December 31, 1996. It will be filled when a qualified applicant is available. Appointment will be at the Assistant or Associate Professor rank. Currently salary ranges: Assistant Professor, $40,035 - $57,003; and Associate Professor, $49,593 - $71,775. Please send a letter of application, including a one-page statement of research and teaching interests, curriculum vitae, and names of three referees to: Michele Veeman, Chair, Department of Rural Economy, University of Alberta, Edmonton, Alberta, Canada T6G 2H1. Phone: (403)492-4226/Fax: (403)492-0268. Applications are due by July 31, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ANIMAL SCIENCE

UNIVERSITY OF SASKATCHEWAN - Applications are invited for a tenure track position at the Assistant Professor level in molecular genetics. Experience in mammalian genetics and molecular biology is required and a background in animal science is preferred. Candidates should be prepared to teach animal breeding and genetics at the undergreduate, graduate and diploma levels. The successful candidate will be expected to develop a strong research program in the area of molecular genetics of beef cattle to supplement the current research team within the Department and on campus. Some beef industry liaison will be required. Applicants should send curriculum vitae, relevant reprints, transcripts and the names, addresses and telephone numbers of three professional references, by June 30, 1994, to: Dr. B. Laarveld, Department of Animal and Poultry Science, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0; Phone: 306-966-4128, Fax: 306-966-4151, E-mail: Laarveld@Sask.Usask.Ca. This position has been cleared for advertisement at the tier two level. Applicatons are invited from qualified individuals regardless of immigration status in Canada. The University of Saskatchewan is committed to the principles of Employment Equity.

ATMOSPHERIC SCIENCE

UNIVERSITY OF BRITISH COLUMBIA - Atmospheric Science Program - Department of Geography. The University of British Columbia invites applications to fill the position of Professor in the Atmospheric Science Programme. The position is in the Department of Geography and is subject to final budgetary approval. The Atmospheric Science Programme at UBC is offered jointly by the Departments of Geography and Oceanography, and fosters research and teaching collaboration across the Faculties of Science, Arts, Applied Science and Agriculture. Information on current research and teaching interests of the Atmospheric Science Programme is available from Dr. D.G. Steyn (address below). We seek a senior boundary layer meteorologist with an international reputation, extensive university experience and a demonstrated commitment to education at both graduate and undergraduate levels. The successful applicant must be able to contribute to undergraduate teaching in a developing atmospheric science programme, to provide leadership within an extended atmospheric science group, and should have an interest in interacting with a diverse group of earth-surface process scientists. Applicants should be able to contribute to teaching in sub-fields other than boundary layer meteorology eg. synoptic meteorology, physics and/or chemistry of clouds, hydrometeorology, remote sensing. Applications must be received by June 30, 1994 and should be accompanied by a resumé, examples of recent publications, a prospective course list, and the names of three referees. We intend to make an appointment effective September 1, 1994. Apply in writing to: Dr. D.G. Steyn, Chair, Atmospheric Science Program, Department of Geography, The University of British Columbia, 1984 West Mall, Vancouver, B.C. V6T 1Z2; Tel: (604)822-6407; Fax (604)822-6150, e-mail dosw@unixg.ubc.ca. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

BIOCHEMISTRY

UNIVERSITY OF WESTERN ONTARIO. - Postdoctoral Fellow. Please see ad under Physiology.

BIOLOGY

CONCORDIA UNIVERSITY - The Biology Department invites applications from women with outstanding research achievements in the Biological Sciences for consideration as candidates for NSERC Women's Faculty Awards. Priority areas for future tenure-track hiring include: Plant Biology, Cell and Molecular Biology, and Ecology. Applicants should normally have completed a PhD degree during the past four years and are requested to submit a Curriculum Vitae, a statement of research interests, selected reprints, and three letters of reference to: Dr. R.M. Roy, Chair, Department of Biology, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec, Canada H3G 1M8 (Phone: (514)848-3390, FAX: (514)848-2881) by July 15, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia is also committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

UNIVERSITY OF SASKATCHEWAN - Department of Biology. Postdoctoral position available for Plant Cell Biologist to study cell organelles. Experience with immunofluorescence, electron microscopy and tissue culture desirable. One year term (renewable) at $27,500/year. Send CV, brief statement of research interests and 2 letters of reference to Dr. L.C. Fowke, Department of Biology, University of Saskatchewan, Saskatoon, Canada S7N 0W0. Phone 306-966-4402; Fax 306-966-4461.

BREAST CANCER RESEARCH

UNIVERSITY OF MANITOBA - A postdoctoral position is available for up to three years on a collaborative project between the two laboratories of Dr. Leigh C. Murphy and Dr. Peter Watson. The successful candidate is expected to undertake research into the biological role of estrogen receptor variants in human breast cancer. Experience in molecular biology techniques and/or immunohistochemical techniques would be advantageous. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. The University exercises a Canadian-first policy, however, non-Canadians are encouraged to apply. Further details can be obtained from Dr. L.C. Murphy, (204)789-3233. Please send a cover letter, CV and the names, addresses and telephone numbers of three references to: Dr. Leigh C. Murphy, Department of Biochemistry & Molecular Biology, Faculty of Medicine, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba R3E 0W3; Fax: (204)783-0864. Deadline for receipt of applications is July 1, 1994.

BUSINESS ADMINISTRATION

ALGOMA UNIVERSITY COLLEGE invites applications for a potential opening at the probationary level with the Department of Business Administration in the areas of Accounting, Marketing or Organizational Behaviour/Human Resource Management. The appointment will be made at the rank of Lecturer or Assistant Professor. Salary will be commensurate with qualifications and experience. Minimum qualifications for the Accounting area are a graduate degree with a major in Accounting (a stress on the analytical and theoretical framework of Accounting is desirable) and a C.A. designation. Minimum qualifications for the areas of Marketing or Organizational Behaviour/Human Resource Management is a PhD in the respective or related disciplines. This appointment is subject to budgetary approval. Applications will be accepted until the position is filled. In conformance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. Applicants should send a current curriculum vitae, with three references, to Prof. James Gibson, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste Marie, Ontario P6A 2G4.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Faculty of Business Administration is seeking tenure-track applications in the areas of Marketing, OT/OS/HR and Accounting. Occasionally, contractual and visiting positions are available. Exceptional candidates may be hired in other functional areas. Appointments are possible at all ranks. Employment dates are flexible, and salaries are competitive and depend upon qualifications and experience. Tenure-track applicants should hold a doctoral degree in business or be near completion. The Faculty has institutes in the areas of small business and management development. In accordance with Canadian Immigration requirements, this advertisement, in the first instance, is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Please send 2 copies of your CV to: Dr. Bill Blake, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF, Canada A1B 3X5; Telephone (709)737-8851; Fax (709)737-2467.

CHEMISTRY

UNIVERSITY OF BRITISH COLUMBIA - Research Associateship in Toxicology/Organic Chemistry. The candidate will be involved in the synthesis and evaluation of metalloporphynn catalysts as biommetics of the cytochromes P-450 for drug metabolism. Thus the position requires a PhD in toxicology as well as degrsa in chemistry. In edition, the successful candidate must have experience in all of the analytical and spectroscopic techniques used by modern organic chemists es wall as at least three years postdoctoral experience in toxicology or related fields. The appointment is to be filled as soon es possible after August 1, 1994 and is renewable on an annual basis for a maximum of three years. Applicetions should be made to Professor David Dolphin, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, B.C. V6T 1Z1 by July 31, 1994. In accordance with Canadian immigretion, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

CLASSICS

UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Humanities and Languages. Invites applications for a tenure track position in Classics et the Assistant Professor level. The successful applicant will have e PhD, teaching experience, and demonstrated research ability. The Department is looking for a generalist whose responsibilities will include maintaining an undergreduate program with courses such as Literature in Translation; Greek and Roman History and Civilization; Latin; Greek; and Archaeology. The successful applicant will serve as the only classicist in an interdisciplinary department. Applications, including curriculum vitae and the names of three referees, should be sent by FAX - 506-648-5611 - to Dr. James Noble, Acting Dean of Arts, University of New Brunswick, PO Box 5050, Saint John, N.B. E2L 4L5. Closing date for applications will be 15 June 1994. The University of New Brunswick is commited to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMPUTER SCIENCE

UNIVERSITY OF REGINA - Applications are invited for a term appointment to the rank of Laboratory Instructor in the Department of Computer Science, effective August 1, 1994. Primary duties include co-ordinating and supervising laboratory work associated with Computer Science classes (laboratory periods are organized of classes at the first year through graduate level); preparing, presenting and grading laboratory assignments; and implementing, maintaining, and documenting software and hardware to be used in conjunction with laboratory work. Candidates must have e four year bachelor's degree with e major in Computer Science, or equivalent and experience with microcomputer operation and with the following operating systems is sought: VM/CMS, VAX/VMS, and UNIX. Familiarity with programming languages C, Pascal, and COBOL is expected and teaching experience is preferred. Salary commensurate with education and experience. The appointment commences August 1, 1994 and will continue to June 30, 1995. Applications will be received until June 30, 1994. Applications with curriculum vitae, transcripts and names and addresses of three references should be submitted to: Dr. A.G. Law, Head, Department of Computer Science, University of Regina, Regina, Saskatchewan S4S 0A2. The University of Regina is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ECONOMICS

UNIVERSITY OF MANITOBA - **The Department of Economics** invites applications for a full-time probationary appointment at Assistant Professor rank in the area of Environmental Economics and the Economics of Sustainable Development beginning 1 August 1994. The successful applicant must have a PhD in Economics with e strong theoretical and/or policy orientation and have demonstrated competence in teaching at the undergraduate and graduate levels and research. The successful applicant will be expected to develop a program of courses in Environmental Economics and the Economics of Sustainable Development and to take advantage of the presence of International Institute for Sustainable Development in Winnipeg and the Natural Resources Institute at the University of Manitoba. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University provides a smoke-free work environment, save for specially designated areas. Applications with curriculum vitae, and three letters of reference should be sent by July 15, 1994 to: Professor John Loxley, Head, Department of Economics, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

BRANDON UNIVERSITY - The Department of Economics invites applications for a full time, probationary (tenure track) appointment, commencing September 1, 1994. Applicants must have fields in mathematical economics, econometrics, micro-economic theory, and one other area. Demonstrated teaching abilities at first year and advanced undergraduate levels is necessary. Qualifications: Doctoral degree and teaching experience required. Salary Floors: Associate Professor - $50,117; Assistant Professor - $37,798. Closing date for applications: July 1, 1994. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply. Please send letter of application, curriculum vitae, and arrange for the forwarding of transcripts and three letters of reference to Dr. Robert E. Flonde, Oean, The Faculty of Arts, Brandon University, Brandon, Manitobe R7A 6A9

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ENGINEERING

THE UNIVERSITY OF MANITOBA - Faculty Position. The Department of Electrical and Computer Engineering at the University of Manitoba in conjunction with TRLabs is excepting applications for e full-time contingent faculty position in Computer Engineering at the rank of Assistant Professor, Associate Professor or Professor. The rank at which the appointment le made will depend on qualifications and experience. Duties include undergraduate and graduate teaching, significant research activities and graduate thesis supervision. TRLabs (Telecommunications Research Laboratories) is a western Canadian research consortium, sponsored by the University of Manitoba and other western Canadian universities, the federal and provincial governments of Manitoba, Saskatchewan and Alberta and twenty-six large and small firms involved in telecommunications. It operates research laboratories in Winnipeg, Edmonton, Calgary, Saskatoon and Regina. The department of Electrical and Computer Engineering offers two B.Sc. degree programs, one in Electrical Engineering and the other Computer Engineering with typical yearly intakes of 60 and 60 students, respectively, in these four-year programs. Il has e typical enrolment of 140 graduate students working towards M.Eng., M.Sc. and PhD degrees. There are twenty-seven (27) full-time faculty members and fourteen (14) adjunct professors. Candidates for this position must have e doctorate in Computer/Electrical Engineering as well as e genuine interest in teaching and a demonstrated research record primarily in the data networks and related software aspects of telecommunications. The position primarily involves research carried out at the Winnipeg Laboratory of TRLabs. The teaching responsibilities are no more than half of a normal teaching load. Applicants should enclose three pertinent publications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Resumes should be addressed to: Professor W Pedrycz, Chair of the Search Committee, Department of Electrical and Computer Engineering, The University of Manitoba, Winnipeg, Manitoba R3T 5V6. Closing date for receipt of applications is 15 July 1994.

CONCORDIA UNIVERSITY - The Department of Electrical and Computer Engineering at Concordia University invites applications for two limited-term faculty positions at the Assistant Professor level beginning 01 June 1994 for a maximum period of two years. Applicants must have e PhD in Electrical Engineering, and possess e strong research record. One of the two positions is in the Computer Engineenng aree with emphasis on High Performance Architecture and VLSI Systems Practical experience in parallel programming would be an advantage. The other position is In the Systems/Control area with emphesis on Robotics-related research. The successful candidates for these positions will be required to teach undergraduate and graduate courses in the respective areas and to engage ia collaboration with faculty members in the Department. Knowledge of French would be an asset. Candidates are expected to possess qualifications essential to register as a Professional Engineer. The Department offers Bachelor's programs in Electrical and Computer Engineering and Master's and Doctoral programs in Electrical engineering. The department currently has 27 full-time faculty members. There are over 175 graduate students of whom approximately 60 are doctoral candidates. For successful applicants opportunities exist for collaborative research with members of the department as well as members in our Computer Science Department. Faculty members of our department are active participents in several Inter-university research centers at the provincial and national levels: GRIAO, Inter-University Research Center on High Performance Architecture and VLSI; MICRONET, National Network of Centers of Excellence in Microelectronics Circuits, Systems and Devices; CITR, National Network of Centers of Excellence in Telecommunications Research; IRIS, National Network of Canters of Excellence in Robotics and Intelligent Systems; and CRIM (Centre de Recherche Informatique de Montreal). Montreal is the home of four major universities and of several Industries and has emerged as e primary Canadian center for high-tech research. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. All things being equal, women candidates shall be given priority Applications will be accepted until the positions are filled. Applicants should send a resume and names of at least three references to: Dr. K. Thulasiraman, Chelrperson, Department of Electrical and Computer Engineering, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec, Canada H3G 1M8; Phone: (514)848-3076; Fax: (514)848-2802; Email: thulasi@ece.concordia.ca.

UNIVERSITY OF SASKATCHEWAN - Applications are invited for a Chair in Advanced Engineering Design in the Mechenical Engineering Department, University of Saskatchewan. This is a tenure-track position with appointment at the Associate Professor or Full Professor level commensurate with the qualifications and experience of the candidate This research chair in the area of advanced engineering design is jointly funded at 1.5 million dollars over a five year period by the Natural Sciences and Engineering Research Council of Canada and Atomic Energy of Canada Limited. The chair holder will have an engineering background (preferably in Mechanical or Industrial Engineering) with considerable computational and design expertise. The candidate should possess a PhD and industrial design experience and have a good research track record. The candidate should be qualified for registration as a Professional Engineer in the Province of Saskatchewan. The chair holder will be responsible for the development and management of an active research program in advanced engineering design. The research, involving the complete design process, will be inherently interdisciplinary in nature and broad in scope. The whole product or system life cycle will be examined using a concurrent approach to design. Specific research topics within this general framework could include; concurrent design methodologies, integrated and intelligent CAD systems, artificial intelligence techniques and knowledge aided design. The University of Saskatchewan has over 16,000 full and part time students, housed in an attractive campus overlooking the South Saskatchewan River in Saskatoon, a city of about 200,000 people. In the College, there are 97 faculty, 1150 undergraduate students and close to 350 graduate students and excellent facilities for research. Within the Mechanical Department, there are 20 faculty, over 200 undergraduate students and 80 graduate students with B.E., M.Eng., M.Sc. and PhD degrees being offered. Please forward applications, including CV and references, to Dr. Greg J. Schoenau, Professor and Head, Mechenical Engineering Department, University of Saskatchewan, Saskatoon, SK S7N 0W0 Canada. The University of Saskatchewan is committed to the practice of employment equity. In accordance with Canadian immigration requirements, priority will be given to Canedian citizens and permanent residents.

UNIVERSITY OF WATERLOO - The Department of Electrical end Computer Engineering at the University of Waterloo is seeking candidates for appeintment to e tenure track faculty position in the area of software reliability engineering. The department also invites applications for definite-term eppeintments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have e doctoral degree and e strong commitment to research and teaching. It is the intention of the University of Waterico to fill its vacancies with recent PhD graduetes appointed as Assistant Professor wherever possible. Candidates should send their resume to: Dr. R.H. MacPhie, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Weterloo, Waterloo, ON, Canada N2L 3G1. In eccordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterlco encourages applications from qualified women and men, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds.

ENGLISH

UNIVERSITY OF WATERLOO - Department of English. Applications are invited for a tenure-track position at the assistant professor level. Applicants must have a PhD with specialization in the British Romantics. Demonstrated strength in teaching and post-PhD research accomplishments are recommended. Duties will include teaching undergraduate and grad uate courses. Salary negotiable. Appointment effective 1 September 1994 or 1 January 1995. Send resumes, transcripts, writing samples and letters of reference to Dr. William Macneughton, Chair, Oepartment of English, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ENVIRONMENTAL STUDIES

YORK UNIVERSITY - Assistant Professor of Critical Education, Creativity and Communications. The Faculty of Environmental Studies at York University seeks an experienced practitioner of popular education in relation to environmental, development and social justice issues who has also reflected on the process in popular and scholerly writing. The candidate should be an environmental educator with teaching experience at both the graduate and undergraduate levels and will have some years of experience in adult education connected to environmental issues both in Canada and oversees, together with broad knowledge of critical education and creativity. The successful candidate will have the ability to integrate various forms of artistic and cultural expression into environmental education and communications and will be experienced in the analysis of mass media and popular culture The position will involve managing and directing a media centre where students learn communications and media theory and practice (print, audio, visual, electronic) and the supervision of students undertaking media and cultural productions as part of their plans of study. The successful candidate will have a PhD or its equivalent. The Faculty expects applicants to demonstrete enthusiasm for and competence in teaching and advising students in a highly individualized program; commitment to interdisciplinary education, research and to collegial collaboration therein; and explicit commitment to explore the relationships underlying nature and society in their research and teaching. Familiarity with appropriate uses of microcomputers will be regarded as an advantage. Letters of application should address the stated Faculty expectations and should include a curriculum vitae and the names of three referees familiar with the applicant's academic and professional work. Applications, to be received by August 01, 1994 should be sent to: Oavid V.J. Bell, Dean, Faculty of Environmental Studies, York University, North York, Ontario M3J 1P3; Phone: (416)736-5284; Fax: (416)736-5679 York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Environmental Studies encourages applications from qualified people of colour, Aboriginal/First Nations people and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval by the University.

FISHERIES & AQUACULTURE

MALASPINA UNIVERSITY-COLLEGE offers e nationally and internationally recognized two-year diplome program in Fisheries and Aquaculture. It will soon be offering a four-year Bachelor program as well. Facilities include warm and cold water hatcheries and growing tanks, state-of-the-art water recirculation systems and research labs. We are seeking e permanent, full-time instructor for Fisheries and Aquaculture Engineering. Duties will include teaching hydrology, hydraulics and surveying, all from e fisheries and aquaculture perspective, as well as a series of practical skills related to work in this field. Qualifications: A P.Eng. degree is required with specialization and experience in Fisheries and Aquaculture. A PhD in a related field is desirable. Teaching experience is also desirable, and an ability to form ties with industry is important. The successful applicant will be proficient in computer science and technology, including CAO and GIS programs. In future, the resident engineer will become involved in the BSc program now being developed, which will include a number of fisheries and aquaculture courses and research projects. It is also vital to become e working team member in a department which emphasizes group endeavour in teaching and planning. Candidates will be evaluated on research potential, teaching ability, interest in students and general contribution to the department and area. Malaspina University-College has an employment equity policy. A daycere facility is located on campus. For more information, please contact Dr. Bill Pennell, Program Coordinator, at (604)753-3245 or Dean Jim Bexter at (604)755-8736. Application deadline June 30, 1994. Mail applications to: Director of Personnel, Malespina University-College, 900 Fifth Street, Nanaimo, BC V9R 5S5.

FORESTRY

UNIVERSITY OF NEW BRUNSWICK - Faculty of Forestry end Environmental Management. Geotechnics Position, Forest Engineering Programme. Subject to budgetary approval, a three year term position at the Assistant Professor level, concerned with geotechnical and transportation engineering relating to natural resource access, is to be filled. The can-

Job Opportunity

QUEEN'S UNIVERSITY School of Business

invites applications for one position in each of the following:

FINANCIAL ACCOUNTING/INTERNATIONAL BUSINESS

These positions require a Ph.D. degree or near completion of studies toward one. A commitment to teaching and research in this vital area within our undergraduate and MBA programs is mandatory as is the potential to contribute at the Ph.D. level. Appointment will likely be at the Assistant or Associate Professor level.

The School of Business is committed to excellence in both research and teaching. Normally, faculty members are expected to be involved in the undergraduate, master's and Ph. D. programs.

In accordance with Canadian Immigretion requirements, priority considerations will be given to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

In all cases salary will commensurate with qualifications and experience although the positions are subject to budgetary approval. The effective date for the appointments is July 1, 1995 or earlier by mutual agreement. Applications will be accepted until positions are filled but should be submitted, including the names ot three referees, by **December 31, 1994** to: A.J. Richardson, Associate Dean, School ot Business Queen's University, Kingston, Ontario K7L 3N6 (fax: (613) 545-2013).

UNIVERSITY OF TORONTO
Faculty of Management
Erindale Campus

1. University ot Toronto, Faculty ot Management at the Erindale Campus, invites applications tor a tenure-stream position in Marketing at the level of Assistant Professor, beginning July 1, 1995.
2. Demonstrated excellence in research and teaching is sought. Candidates should have a Ph.D. on appointment (or soon thereafter).
3. The successful candidate will teach undergraduate courses at the Erindale Campus of the University of Toronto, and graduate courses at the St. George Campus.
4. Salary Range $38,200. - $65,000.
5. Candidates should send a current curriculum vitae, teaching portfolio and a statement of teaching specializations and research interests, plus the names of three referees to Professor J. Mintz, Faculty of Management, University of Toronto, 246 Bloor Street West, Room 321, Toronto, Ontario M5S 1V4.
6. Closing date for receipt of applications is **October 31, 1994.**
7. In accordance with Canadian Immigration requirements, this advertisement is first directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

McGill

ASSISTANT PROFESSOR
Human Nutritional Sciences

The School of Dietetics and Human Nutrition, McGill University is offering a tenure track position in Human Nutritional Sciences, available September 1, 1994. The School offers undergraduate training in both Dietetics and Human Nutrition, as well as graduate training in Nutrition, and possesses research strengths in international, basic and applied nutrition areas. The position involves research, teaching fundamental nutrition at both undergraduate and graduate levels, as well as other general faculty duties. Applicants must hold a Ph.D. or equivalent degree in nutritional sciences and have post-doctoral experience. Preference will be given to applicants with a strong background in areas of international, clinical or metabolic nutrition.

Interested applicants should send curriculum vitae, a statement of research direction and copies of relevant publications, and arrange for at least three letters of reference from individuals qualified to judge research, teaching and professional abilities to be sent to:

Dr. Peter J.H. Jones
Associate Professor and Director
School of Dietetics and Human Nutrition
Macdonatd Campus of McGill University
21, 111 Lakeshore Road
Ste-Anne-de-Bellevue, Quebec H9X 3V9

Closing date for receipt of applications is **July 15th,** or until a suitable candidate is located.

Macdonald Campus of McGill University is situated 35 kilometres west of downtown Montreal. In accordance with Canadian Immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents. The language of instruction at McGill University is English. McGill University is committed to Equity in Employment.

OKANAGAN UNIVERSITY COLLEGE

UBC

COLLEGE PROFESSORS
Kelowna, British Columbia

Okanagan University Collegè is a comprehensive University College offering vocational, developmental, career and technical programs and university degree programs. It offers programs leading to baccalaureate degrees in Arts and Science in co-operation with the University of British Columbia, and baccalaureate degrees in Education, Nursing, Social Work and Fine Arts in co-operation with the University of Victoria. Campuses are located in Kelowna, Vernon, Salmon Arm and Penticton, with degree completion programs concentrated in Kelowna.

FRESHWATER SCIENCE PROFESSOR
Competition No. 26FAC94

Under the direction ot the Dean, Division of Mathematics and Science, a College Professor is required for the Bachelor of Science Major program in Freshwater Science which is being introduced in September 1994. This Interdisciplinary Program, offered in co-operation with the University of B.C., emphasizes an integrated approach to Biological, Chemical, Geographical, Geological and Management aspects ot freshwater studies. The program is nationally unique and ot particular relevance at a time of increasing pressure on global freshwater resources.

Minimum qualifications include a Ph.D. in a related discipline such as Biology, Chemistry, Geography or the Environmental or Earth Sciences, a demonstrated commitment to undergraduate teaching, a strong publication record, and a solid background in freshwater resource issues. The successful applicant will provide interdisciplinary leadership to the Freshwater Science program and be responsible for teaching two senior level courses which integrate the subject. Teaching assignments in the candidate's traditional discipline may also occur. The successful candidate must also develop an active research program involving 4th year Freshwater Science students, and work collaboratively with the newly formed Okanagan Institute for Freshwater Studies.

This is a **continuing appointment** subject to budgetary approval, **effective December 1, 1994 (open to negotiation).** Inquiries of an academic nature should be directed to **Dr. Derek Muggeridge, Dean, Division of Mathematics and Science: telephone (604)470-6025.**

BIOLOGY COLLEGE PROFESSOR
Competition No. 39FAC94

Under the direction ot the Dean, Division of Mathematics and Science, an Animal Physiologist to teach Vertebrate Physiology at the third year level is required. The ability to teach in other areas, such as Cell Physiology, Developmental Biology or courses related to our new Freshwater Science Degree Program would be an asset. The teaching assignment may include first year Biology, and the successful candidate would be expected to establish a research program involving fourth year students.

Qualifications include a doctoral degree or equivalent and teaching experience at the post-secondary level.

This is a **continuing appointment** subject to budgetary approval, **effective August 2, 1994 (open to negotiation).** Inquiries ot an academic nature should be directed to **Dr. Gary Mettor, Biology Department Chair: telephone (604)470-6025.**

The salary range for both ot these appointments is $40,730 to $61,201 per annum and placement on the salary scale is dependent upon qualifications and experience. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement.

Please submit a letter emphasizing interdisciplinary skills, a curriculum vitae and the names of three referees, **quoting the appropriate competition number, in confidence by June 30, 1994** to: **Personnel Services, Okanagan University Cottege, 1000 K.L.O. Road, Kelowna, B.C. V1Y 4X8.**

THE UNIVERSITY OF AUCKLAND - NEW ZEALAND

VACANCIES IN ELECTRICAL & ELECTRONIC ENGINEERING

Department of Electrical & Electronic Engineering

Our Department of Electrical & Electronic Engineering with approximately 240 equivalent full-time students is one of the largest of five departments in the Faculty of Engineering which is housed in a single complex of buildings on the City Campus of the University. The Department teaches at both undergraduate and graduate levels, and has research interests in power systems, power electronics, signal processing, radio communications, neural computing, control and computer engineering. Excellent laboratory facilities exist to support these activities

Associate-Professorship in Computer Systems

Vacancy UAC.415

Applicants should have advanced qualifications, a strong research record, professional experience in computer systems and must be able to demonstrate leadership capacity in an academic or professional environment.

Lectureships/Senior Lectureships

Vacancy UAC.416

Applicants should have advanced qualifications in any area of electrical and electronic engineering (or a related discipline) and an established research record. (Normally applicants would be expected to have a PhD and a number of publications.) Teaching experience at a tertiary level, and/or professional experience would be advantageous.

Commencing salary will be established within the ranges: NZ$69,680- NZ$75,920 per annum (Associate Professors), NZ$52,000 - NZ$60,944 per annum (Senior Lecturers), NZ$37,440 - NZ$49,088 per annum (Lecturers).

Closing date: 1 July 1994.

ASSOCIATE-PROFESSORSHIPS, SENIOR LECTURESHIPS & LECTURESHIPS IN MARKETING AND IN INTERNATIONAL BUSINESS AND STRATEGIC MANAGEMENT

The University has a number of vacancies at various levels.

Marketing

Vacancy UAC.413

International Business & Strategic Management

Vacancy UAC.414

The vacancies are in its Department of Marketing and International Business at its established City Campus and in the Division of Commerce at its developing Tamaki Campus 13 km from Auckland's city centre and City Campus.

Applications are invited in all areas of international business and strategic marketing. Applicants for an Associate-Professorship will normally have doctoral qualifications, a strong research background and teaching experience. Applicants for a Senior Lectureship or Lectureship will normally have either a doctoral qualification and relevant research experience, or other tertiary qualifications and a record of research or practical experience,

Approximate status equivalents in the UK and USA are as follows:

New Zealand	USA	UK
Associate-Professor	Full Professor/ Associate-Professor	Senior Lecturer/Reader
Senior Lecturer	Associate-Professor	Lecturer/Senior Lecturer
Lecturer	Assistant Professor	Lecturer

Commencing salary will be established within the ranges: NZ$69,680- NZ$75,920 per annum (Associate-Professors), NZ$52,000 - NZ$60,944 per annum (Senior Lecturers), NZ$37,440 - NZ$49,088 per annum (Lecturers).

Closing date: 1 July 1994.

LECTURESHIP

(Atom Cooling & Trapping) Department of Physics

Vacancy UAC.418

Applications are invited for appointment to a lectureship in the Department of Physics. The position is a tenurable post, equivalent to a North American tenure-track Assistant Professor. The Department has recently embarked upon the development of an atom cooling and trapping facility and applicants should have experimental experience in this or a related field. The Department has 25 permanent staff and this new development is supported by the active research groups in experimental Laser Physics and theoretical Quantum and Atomic Optics.

Commencing salary will be established within the range NZ$37,440 - NZ$49,088 per annum.

Closing date: 15 July 1994.

TWO LECTURESHIPS IN SOCIOLOGY

Department of Sociology

Two vacancies exist within the Department of Sociology.

Lectureship in Sociological Research Methodology

Vacancy UAC.422

Applications are sought from candidates with expertise in Social Research Methodology. The person sought will ideally be conversant with central debates in methodology and with both qualitative and quantitative research techniques. The appointee should be able and willing to teach in each of these areas and to assume primary teaching responsibilities in the area of research methodology.

The appointee will be invited to teach in a second area. While the Department is particularly interested in developing the Sociology of Public Policy, the Sociology of the Family, and strengthening Social Theory and Ethnicity, applicants should indicate other areas of teaching and research in which they are currently engaged or are developing.

Lectureship in Sociology of Gender

Vacancy UAC.423

Applicants should have expertise in the Sociology of Gender or related areas including gender studies, sexuality, feminist social theory. The appointee will be expected to assume primary responsibilities for teaching in the area of gender, which the Department is keen to develop.

The appointee will be invited to teach in a second area. While the Department is particularly interested in developing the Sociology of Public Policy, the Sociology of the Family, and strengthening Social Theory and Ethnicity, applicants should indicate other areas of teaching and research in which they are currently engaged or are developing.

For both vacancies candidates should possess advanced qualifications in sociology (PhD or equivalent), a diverse research experience and strong research record, and some teaching experience.

The appointee will be expected to demonstrate, or to develop, a research commitment to societies in the Australasian, Pacific or Asian regions.

Commencing salary will be established within the range NZ$37,440 - NZ$49,088 per annum.

Closing date: 1 July 1994.

CHAIR IN PROPERTY

Department of Property School of Architecture, Property and Planning

Vacancy UAC.425

The University of Auckland has offered professional and postgraduate degrees in Property since 1939. The current Bachelor of Property (BProp) degree is recognised for professional purposes by the New Zealand Institute of Valuers, the Valuers Registration Board, the Property Management Institute and the Real Estate Institute of New Zealand.

The University invites applications for the Chair in Property, carrying with it the Headship of the Department of Property, from 1 February 1995.

Applicants must have a sound reputation in research, practice and teaching in Property or Real Estate, with emphasis on one or more of its contributing disciplines of Valuation, Management, Marketing, Investment, Development or related disciplines. Appropriate professional and advanced academic qualifications are essential. The successful applicant will be expected to provide leadership and work effectively with contributing disciplines and professional bodies.

The appointee will be required to develop and supervise teaching and research programmes as well as promote interest in these programmes amongst secondary school students and practising professionals.

Commencing salary will be established within the range NZ$80,000 - NZ$100,000 per annum.

Closing date: 1 August 1994.

SENIOR LECTURESHIP IN ADULT EDUCATION

(Limited Term - 3 Years) Centre for Continuing Education

Vacancy UAC.424

This position is available for a 3-year term, with the possibility of extension. Applicants should hold a PhD or equivalent, and should have proven ability in teaching and research in a branch of adult, continuing or community education. They should have considerable practical experience in teaching, programme and curriculum development relating to adult and continuing education. They should have broad cultural and intellectual interests, and must possess organisational, networking and communication skills of a high order. They must be able to provide team leadership, and to display vision, tact, energy and initiative.

Specific duties will include:

- coordinating the further development and delivery of an extensive General Studies programme in collaboration with the team;
- liaising with academic staff in all faculties of the University in order to design and develop new programme initiatives;
- teaching in and possibly coordinating certificate, degree and other courses in adult education offered within or through the Centre;
- carrying out research, which will relate primarily to the wider interests of the Centre;
- taking an active role in university activities as and when appropriate.

Commencing salary will be established within the range NZ$53,000 - NZ$61,000 per annum.

Closing date: 18 July 1994.

PROFESSOR OR ASSOCIATE-PROFESSOR IN ENVIRONMENTAL CHEMISTRY

Division of Science & Technology Tamaki Campus

Vacancy UAC.428

The development of the new Tamaki Campus of The University of Auckland has resulted in the creation of a new position in the field of environmental chemistry. The University now seeks to appoint an outstanding environmental chemist with a strong commitment to interdisciplinary activities. The campus is situated adjacent to the newly established Centres for Sports Performance and Sports Medicine. The University is particularly keen to foster an environmental theme at Tamaki and to establish links with Crown Research Institutes, Regional Councils, and other major organisations with environmental interests and concerns.

Currently science and technology degrees in Environmental Management, Sports Science, Electronics and Computers, and Information Technology are offered at Tamaki. Faculty of Science planning supports high quality interdisciplinary academic programmes which are complementary to those on the City Campus. An important emerging development at Tamaki is the proposed School of Environmental and Marine Science.

Applicants must be well qualified with a high level of achievement in research and with leadership qualities in teaching and administration. The appointee will be expected to lead the development of Chemistry research as well as teaching at undergraduate and graduate level at the Tamaki Campus.

Commencing salary will be established within the range NZ$80,000 - NZ$100,000 per annum (Professors) or NZ$71,000 - NZ$77,000 per annum (Associate-Professors).

Closing date: 1 August 1994.

LECTURESHIP IN OPTOMETRY

Department of Optometry

Vacancy UAC.417

The University invites applications for the position of Lecturer in Optometry. The Department of Optometry is a department in the Faculty of Science and conducts a four-year undergraduate course leading to the degree of Optometry and postgraduate studies for the degree of Master of Science (Optometry) and Doctor of Philosophy. Applicants must have an optometric qualification and a higher degree in Optometry, Visual Science or a related discipline. *It is expected that the successful applicant will have a strong record of research and teaching in experimental or clinical optometry.* The successful applicant will be responsible for teaching in the undergraduate course and will be expected to supervise candidates for higher degrees.

Commencing salary will be established within the range NZ$37,440 - NZ$49,088 per annum.

Closing date: 1 July 1994.

CHAIR IN BIOCHEMISTRY

(Medical or Non-Medical) School of Biological Sciences

Vacancy UAC.426

Applications are invited for the Chair in Biochemistry in the School of Biological Sciences, The University of Auckland. The School, formed in 1991, incorporates strong research groups in Biochemistry and Molecular Biology, Developmental Biology and Cancer, Ecology and Evolution, Plant Science, Marine and Freshwater Biology, Experimental Biology and Microbiology and Molecular Genetics. Undergraduate teaching based on a first year intake of 650 students is predominantly in the Faculty of Science but the School is also responsible for the teaching of Biochemistry in the Medical curriculum within the Faculty of Medicine.

Applicants should have a PhD or an equivalent postgraduate qualification and experience in undergraduate teaching and the supervision of research staff and/or graduate students.

The successful applicant will have an established record at the international level in biochemical research, evidence of demonstrated leadership in the field of biomedical science, and a strong reputation in providing scientific leadership, building research activities and in attracting research grant support.

The post is open to both medically and non-medically qualified applicants. For clinical work, medical qualifications must be registerable in New Zealand.

Commencing salary will be established within the range NZ$80,080 - NZ$99,840 per annum, or NZ$102,960 - NZ$112,840 per annum if medically qualified.

Closing date: 1 August 1994.

Conditions & Procedures for All Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone (64) 9 373-7999 ext 5097, 5789 or 5790, fax (64) 9 373-7454. **Three copies** of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR

The University has an EEO policy and welcomes applications from all qualified persons

didate should possess a doctorate in civil or forest engineering, and be registered as a professional engineer or eligible for registration as a professional engineer. The candidate should be eager to work in a multidisciplinary setting and to collaborate with colleagues in engineering, forestry, and science, in order to further develop a well-established programme of teaching, research, and technology transfer in geotechnical engineering (particularly unbound road design, slope stability, erosion control measures) and truck transportation engineering (especially road planning and layout, geometric design, driveline specification, truck performance prediction) as they apply to natural resources activities. A strong affinity for environmentally responsible solutions to these problems is necessary. A willingness to act at all levels (research through industrial workshop coordination) will be an asset. The incumbent will have access to geotechnical laboratories in the Department of Civil Engineering and the High Bay Testing Lab in the Hugh John Flemming Forestry Complex in Fredericton. Applications, including a curriculum vitae and the names of three referees, should be submitted to, Dr. I.R. Methven, Dean, Faculty of Forestry and Environmental Management, University of New Brunswick, Bag ~44555, Fredericton, NB, Canada E3B 6C2; Phone (506)453-4501 or FAX (506)453-3538. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents

HEALTH HUMAN RESOURCES

THE NORTHERN HEALTH HUMAN RESOURCES RESEARCH UNIT (Lakehead University site) invites applications for postdoctoral study of health human resources issues in underserviced areas. Ongoing research at the Unit concerns factors affecting recruitment, retention and practice patterns of professional and paraprofessional health providers in small industrial towns and First Nation communities of northern Ontario. Responsibilities will include involvement in research projects conducted by the Unit, supervision of graduate student research assistants, preparation of contract and grant applications, and collaboration (including publication) with the Unit's interdisciplinary research teams. Applicants must hold a PhD, with a relevant area of specialization (ie. Health Economics, Health Administration, Demography), and have demonstrated ability to collect, compile and analyze quantitative data and proven writing skills. The fellowship, tenable at Lakehead University for the 1994-1995 academic year, is valued at $38,000.00. The deadline for receipt of applications is July 8, 1994. Please send letter of application with curriculum vitae to: Dr. J.E. Minore, Co-Director, Health Human Resources Research Unit, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1.

HUMAN COMMUNICATION DISORDERS

McGILL UNIVERSITY - Faculty Lecturer - One-year non tenure-track replacement position available (pending final approval) for individual with expertise in neurogenic disorders, research methods, to begin in September 1994. PhD in communication disorders or related field required. Join a dynamic graduate department in a multidisciplinary context. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. To apply, send curriculum vitae to Dr. Shari Baum, Acting Director, McGill University, School of Communication Sciences and Disorders, 1266 Pine Avenue West, Montreal, Quebec H3G 1A8 before June 30, 1994.

JAPANESE

SAINT MARY'S UNIVERSITY - The Department of Modern Languages and Classics and the Asian Studies Program invite applications for an initial three-year term appointment. The successful candidate will teach beginning and intermediate Japanese language courses. Ideally, this person should have an ability to teach one other East Asian language at the introductory level. A doctoral degree and teaching experience are preferred; a record of publication is desirable. The expectation is to have the appointment commence on September 1, 1994 though a later start date may be possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from qualified women, blacks, aboriginals, persons with disabilities and other minority groups. Applicants should send a curriculum vitae and three letters of reference to Dr. George Nahirebecky, Chairperson, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Closing date for receipt of applications is July 1, 1994 or when the position is filled.

LIBRARY

YORK UNIVERSITY Librarian invite applications for the position of University Archivist and Head, Archives and Special Collections. The incumbent is responsible for providing effective leadership in collection development, reference and research services, archival processing and management of the University Archives and Special Collections. The Archives hold 2,000 feet of university records; 5,000 feet of private and institutional papers and 1,000 feet of photographs. Special Collections include post-confederation Canadiana and 20th century art and photography. The following qualifications are required: MLS or MAS or postgraduate degree in a relevant discipline with formal archival training. At least five years experience working in a professional capacity in an established archive, preferably in an academic setting. Effective oral and written communications skills. Ability to establish and maintain effective working relationships with University officers, colleagues and donors. Experience in records/information management. Supervisory experience, knowledge of preservation concepts and techniques and knowledge of computer applications for libraries and archives. Ability to integrate Archives and Special Collections into teaching and research programmes. York University is implementing a policy of employment equity including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. This is a continuing appointment position (tenure track) to be filled at the Associate Librarian level and is included in the York University Faculty Association bargaining unit. Preference will be given to applications received before August 1, 1994. Applications including a current curriculum vitae and the names of two referees should be sent to: Chair, Head, Archives and Special Collections Appointment Committee, York University, 310 Scott Library, 4700 Keele Street, North York, Ontario M3J 1P3.

YORK UNIVERSITY Librarian are seeking an energetic, creative librarian to work in the Government Documents/Administrative Studies Library. Responsibilities include reference assistance, library instruction, collections development and support for electronic services and databases. Evening and weekend work is required. The following qualifications are required: ALA accredited MLS or equivalent. At least four years successful public service experience in a research environment. Demonstrated successful experience in providing full support in electronic services such as CD ROMs and LANs. Ability to promote and integrate electronic information into all aspects of library service. Proven experience in the provision of business reference services. Excellent communication and analytical skills. Evidence of successful project management. Demonstrated ability to work in a team/committee environment. Strong personal service philosophy combined with a flexible and innovative approach to problem solving. York University is implementing a policy of employment equity including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. This is a continuing appointment position (tenure track) to be filled at the Assistant or Associate Librarian level. This position is included in the York University Faculty Association bargaining unit. Budget approval for this position is pending. Preference will be given to applications received before August 15, 1994. Your application, including a covering letter relating qualifications to requirements of the position, a current curriculum vitae and the names of two referees should be sent to: Chair, Government Documents/Administrative Studies Appointment Committee, 310 Scott Library, York University, 4700 Keele St., North York, Ontario M3J 1P3.

MARKETING

SAINT MARY'S UNIVERSITY - The Department of Marketing at Saint Mary's University invites applications for a nine month term position (sabbatical replacement) teaching Business Writing at the rank of lecturer or assistant professor. Business Writing students follow a structured syllabus and do common reading, writing, tests, and microcomputer (Macintosh) lab activities. Minimum requirements include a master's degree in communications, English, or business, knowledge of communication theory; superior command of English (including grammar); copy editing skills; superior communication skills; teaching experience; and business experience. Position is effective September 1, 1994. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from qualified women, blacks, aboriginal peoples, persons with disabilities, and other minority groups. Applications, curriculum vitae, university transcripts and three letters of reference should be forwarded to: Dr. Lloyd Rieber, Acting Chair, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Deadline for applications is June 30, 1994

MATHEMATICS

UNIVERSITY OF TORONTO - Department of Mathematics. The Department solicits applications for a contractually-limited term appointment in Geometry and Complexity at the St. George (downtown) campus. The position is for the three-year period January 1, 1995 to December 31, 1998, and may be renewed for a further two years, subject to budgetary approval. Candidates should have established a strong international reputation for their research in constructive methods in algebraic geometry, including Newton polyhedra and Pfaffian functions. Duties include teaching and research, and candidates will be expected to organize and lead a research seminar in geometry and complexity. Applicants should send their complete CV including a list of publications, a short statement describing their research programme. They should also arrange to have at least three letters of reference sent directly to Professor S. Halperin, Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. To insure full consideration, the application and all other information should be received by July 1, 1994. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF WATERLOO - The Faculty of Mathematics, University of Waterloo, invites applications from qualified woman candidates for tenure-track positions at the rank of Assistant Professor, to be funded in part through the 1995 NSERC Women's Faculty Awards program. NSERC has targeted these awards to women who are Canadian citizens or permanent residents as of October 15, 1994. The Faculty of Mathematics is very strong in teaching and research, with about 160 faculty members in the Departments of Applied Mathematics, Combinatorics and Optimization, Computer Science, Pure Mathematics, and Statistics and Actuarial Science. Candidates should have a PhD, a strong research program in one of the disciplines represented in these departments, and an interest and ability in teaching (although for the initial five-year period of the NSERC award, teaching will be limited to two one-term courses per year). Each applicant will be evaluated by the appropriate department, and a successful candidate will assume a tenure-track appointment in that department. Salary will be commensurate with experience. Applications must include a curriculum vitae and three letters of reference sent directly from the referees to Dr. J.D. Kalbfleisch, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment would follow the NSERC decision in February, 1995. Bridging post-doctoral positions commencing in the fall of 1994 may be available. The closing date for applications is August 15, 1994. These appointments are subject to the availability of funds

MATHEMATICS & STATISTICS

UNIVERSITY OF SASKATCHEWAN - The Department of Mathematics & Statistics wishes to nominate candidates for the NSERC Women's Faculty Award. The appointment is to commence July 1, 1995. Applications are invited from outstanding candidates in any area of mathematics and statistics. Applicants should be aware of the regulations regarding this award as outlined in the Scholarships and Fellowships Guide of NSERC. Note that applicants must be Canadian citizen or permanent residents of Canada as of October 15, 1994. Applicants should provide a curriculum vitae and arrange to

NSERC Chair in Wireless Communications

The Department of Electrical and Computer Engineering invites applications for an industrial research Chair in Wireless Communications supported by AGT, Telecommunications Research Labs (TRLabs) and the Natural Sciences & Engineering Research Council of Canada (NSERC). This position is tenure-track and involves a half teaching load with major research work to be done in conjunction with TRLabs. TRLabs is a research consortium involving the Universities of Calgary, Alberta, Saskatchewan and Manitoba with over 20 corporate/industry sponsors such as AGT Ltd., AT & T, Bell Northern Research, Digital Equipment Corporation, Edmonton Telephones, Information Systems Management Co., LSI Logic, Manitoba Tel, Northwest Tel. and Sask Tel.

Chair candidates should be at the peak of their career and have a proven track record in leadership, teaching and research in wireless communications. Disciplines of particular interest are channel characterization, simulation and modeling; r.f. device, circuit and subsystem design; modulation, coding and equalization; and wireless systems access, traffic, architectures and protocols. Specialization in signal processing is also of interest.

The successful candidate will be expected to build a research team and a strong program in wireless communications. The University of Calgary Department of Electrical and Computer Engineering currently has 22 professors eight of which are in these and closely related fields. Calgary enjoys a sunny dry climate and is an hour's drive from the world renowned Banff National Park.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applicants should send a curriculum vitae, a statement concerning teaching and research interests, and a list of three references before July 31, 1994 to:

Head, Department of Electrical and Computer Engineering
The University of Calgary, 2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4

THE UNIVERSITY OF CALGARY

Accuracy and Accountability in Scholarly Information: A Symposium *(The Quality of Information in the Electronic Age)*. August 12-13, 1994, McGill University, Montreal, Quebec. Organized by the National Research Council of Canada. Further information: 613-993-9009 (T); 613-957-9828 (F).

UNIVERSITY OF SASKATCHEWAN DEPARTMENT OF BIOLOGY WOMEN'S FACULTY AWARD

The Department of Biology, University of Saskatchewan, invites applications for nomination for NSERC Women's Faculty Awards. In compliance with NSERC guidelines, the applicant must be a female Canadian citizen or landed immigrant. A Ph.D. is required and post-doctoral experience is preferred.

The Department is seeking a Biologist with good teaching ability and research interests in aquatic biology, mycology or plant systematics.

Applicants should submit a curriculum vitae, names and addresses of three referees, a statement of research interests, and available reprints to: L.C. Fowke, Head, Department of Biology, University of Saskatchewan, Saskatoon, SK, Canada, S7N 0W0, by **July 30, 1994**.

Preliminary inquiries are welcome: Phone: (306) 966-4400
Fax: (306) 966-4461.

SIMON FRASER UNIVERSITY
Ebco/Eppich NSERC Industrial Chair in Intelligent Software Systems

The Schools of Computing Science and Engineering Science in conjunction with the Centre for Systems Science at Simon Fraser University invite applications and nominations for this chair at the Assistant or Associate Professor level. Candidates must have an outstanding research record and a demonstrated record of industrial collaboration. Background in an Engineering discipline would be an asset.

This chair is the more junior of two chairs dually funded by NSERC to complement an existing endowment from British Columbia industries (raised by the Eppich brothers of Ebco, ltd.) The Senior Chair is held by Dr. Hassan Ait-Kaci. The Junior Chair will collaborate with the Senior Chair, conducting research on designing intelligent software prototypes and developing applications.

The Junior Chair candidate is expected to hold a PhD in Computing Science or related field with a few years of post-doctoral research experience. The required expertise is in symbolic and constraint-based programming and compiling, and advanced run-time environment development. Strengths and interests in data and knowledge base systems, real-time and concurrent programming, and graphical interface design are desirable.

The chair appointment is for an initial five-year period during which time a primary responsibility, in addition to academic research and the training of graduate students, will be participation with the Senior Chair in experimental projects in collaboration with industry. A five-year extension of the chair appointment is possible. After the Chair appointment has expired, the individual will assume the responsibilities of a regular academic appointment. The academic appointment is tenure-track (or tenured it warranted).

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until **September 1, 1994**. To apply, send a curriculum vitae, evidence of research productivity (selected reprints), and the names, addresses and phone numbers of three referees to:

Arthur L. Liestman, Director
School of Computing Science
Simon Fraser University
Burnaby, British Columbia,
Canada, V5A 1S6
FAX: (604) 291-3045

PROFESSEURE, PROFESSEUR EN LITTÉRATURE FRANÇAISE

Le Département des littératures désire pourvoir deux postes de professeur-e, l'un en littérature française du XVII[e] siècle et l'autre en littérature française du XIX[e] siècle.

FONCTIONS
Les personnes titulaires de ces postes devront:
- Assumer un enseignement en littérature française du XVII[e] ou du XIX[e] siècle aux trois cycles;
- Assumer la direction de mémoires de maîtrise et de thèses de doctorat;
- Avoir des activités de recherche reconnues dans le domaine;
- Participer aux activités départementales et universitaires.

CRITÈRES DE SÉLECTION
- Doctorat en littérature (ou l'équivalent);
- Expérience de l'enseignement de la littérature française, de préférence au niveau universitaire;
- Expérience de recherche en littérature française (XVII[e] ou XIX[e] siècle), publications ou subventions à l'appui;
- Aptitude à travailler en équipe dans le domaine de la recherche;
- Aptitude à effectuer un travail de recherche dans le cadre de projets subventionnés.

TRAITEMENT ET CONDITIONS DE TRAVAIL
Selon la convention collective en vigueur.

ENTRÉE EN FONCTION:
Si possible, dès le 1[er] janvier 1995

Faire parvenir sa candidature accompagnée d'un curriculum vitae et de trois lettres de recommandation avant le 1[er] août 1994 à:

Monsieur Paul-André Bourque, directeur
Département des littératures
Faculté des lettres
Pavillon Charles-De Koninck
Université Laval, Québec, Canada G1K 7P

Doyenne des universités canadiennes et des universités francophones en Amérique, l'Université Laval appuie le progrès et l'ouverture de la société en alliant formation de qualité et développement du savoir.

UNIVERSITÉ LAVAL — *Faculté des lettres* — Département des littératures

LE SAVOIR DU MONDE PASSE PAR ICI

L'Université Laval applique un programme d'accès à l'égalité en emploi. En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

have three letters of reference sent to: Professor J. Martin, Head, Department of Mathematics and Statistics, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The closing date for receipt of completed applications is August 1, 1994. The University of Saskatchewan is committed to the principles of Employment Equity; candidates of aboriginal descent and candidates from other minority groups are especially encouraged to apply.

MEDICINE

THE UNIVERSITY OF BRITISH COLUMBIA AND THE BC TRANSPLANT SOCIETY (BCTS) are seeking an outstanding academician to Head the Program of Transplantation Medicine and the Medical Section of the BCTS. The Head of the Program will coordinate the development and operations of transplantation medicine at UBC and be responsible for the overall management of the Medical Section at the BCTS. The individual sought for this position is dynamic, innovative and energetic with a strong academic background as well as a proven track record in transplantation medicine. This will be a grant tenure-track position at the level of Associate Professor or Professor. Qualifications include certification in Internal Medicine and eligibility for licensure in the province of BC. Salary and rank will be commensurate with qualifications and experience. Start date - Aug. 1, 1994. Please submit a letter of application, a CV, and the names and addresses of three referees by July 1, 1994 to: G.B.J. Mancini, M.D., Eric W. Hamber Professor and Head, Dept. of Medicine, University of British Columbia, Room 5169, 2211 Wesbrook Mall, Vancouver, BC V6T 1Z3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

DALHOUSIE UNIVERSITY - The Division of Rheumatology seeks applicants for a full-time position within the Department of Medicine, Dalhousie University on the active staff of the Victoria General Hospital. The successful applicant will be expected to participate in the University's clinical and teaching programs and demonstrate a capacity to obtain independent research funding. Requirements include a Canadian Fellowship in Rheumatology (or its equivalent) and eligibility for a license in Nova Scotia. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Send C.V. and names of 3 referees to: Dr. J.V. Jones, Head, Division of Rheumatology, Dalhousie University, 2nd Floor, Halifax Civic Building, Victoria General Hospital, Halifax, N.S. B3H 2Y9. Applications will be accepted up to 30 days from date of this advertisement.

PAEDIATRICS

UNIVERSITY OF WESTERN ONTARIO - The Department of Paediatrics, University of Western Ontario is seeking a Chief - Section of Paediatric Heema-tology/Oncology. Responsibilities include establishing a research and teaching program and the reorganization of health care services for children with malignancy in Southwestern Ontario. This is a University contracted fulltime clinical appointment at the rank of Associate Professor/Professor. Canadian certification in Paediatrics and Heema-tology/Oncology is required. Salary is commensurate with academic record and experience. Applications with curriculum vitae should be forwarded to: R. Morrison Hurley, MO, MSc, FRCPC, Professor and Chairman, Department of Paediatrics, University of Western Ontario, Children's Hospital of Western Ontario, 800 Commissioners Road East, London, Ontario N6C 2V5. Closing date for applications: September 30, 1994. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

PHILOSOPHY

CONCORDIA UNIVERSITY - The Department of Philosophy of Concordia University invites applications for a limited term appointment at the rank of Assistant Professor for the session 1 August 1994 to 31 May 1995. Salary is at base for the rank. Area of specialisation is Logic. Duties include 18 credits of teaching in logic at the beginning and advanced undergraduate levels. Final degree and experience are desirable. Concordia University is committed to employment equity and encourages applications from woman, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae and three letters of reference before June 30, 1994, to: Dr. Christopher B. Gray, Chair, Department of Philosophy, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6; FAX (514)848-2492.

PHYSICS

UNIVERSITY OF BRITISH COLUMBIA - The Department of Physics is seeking candidates to nominate for NSERC Women's Faculty Awards in the 1995 competition. The Department is a large, active body pursuing research primarily in the areas of condensed matter physics, cosmology/astrophysics, and sub atomic physics. We also have interest in biophysics, quantum optics, and engineering physics. The starting annual salary will depend on experience and is negotiable. Applicants must be Canadian citizens and permanent residents, would normally have obtained their doctoral degree in the last 5 years, and have a strong research record. Candidates should submit their curriculum vitae, a statement of research interest, and arrange for three letters of reference to be sent by Aug. 15th, 1994 to: Dr. Brian G. Turrell, Professor and Head, Department of Physics, The University of British Columbia, 6224 Agricultural Road, Vancouver, B.C. V6T 1Z1.

CONCORDIA UNIVERSITY - The Department of Physics invites applications for the NSERC Women's Faculty Awards in the 1995 competition. The successful candidate will be responsible for teaching undergreduate and graduate courses, and supervising graduate students. She will establish an independent research programme in experimental (pure or applied) condensed matter physics. The experimental research of the Department is currently in electron paramagnetic resonance, ultrasonics and sensors. Candidates must be Canadian citizens or permanent residents, and should normally have obtained their PhD degree within the past five years. Candidates should submit a curriculum vitae, including a summary of research interests, a detailed research proposal with a start-up budget and three letters of reference, by August 15, 1994 to: Dr. Manana Frank, Chair, WFA Committee, Department of Physics, Concordia University, 1455 De Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8, Tel: (514)848-3283; Fax: (514)848-2828.

PHYSIOLOGY

UNIVERSITY OF WESTERN ONTARIO - Department of Physiology, Postdoctoral Fellow. Applications are invited for a Postdoctoral Fellowship to investigate a) the physiology of novel peptide hormones and b) the regulation of gene expression in mammals. The ideal candidate would have a solid grounding in molecular biology, basic endocrine research techniques (immuno- and receptor assays) and experience in handling small mammals. There will also be opportunities to interact with a multi-disciplinary group in the areas of cell physiology and especially transgenics. The successful applicant must have a PhD, M.D. or an equivalent degree with experience in the areas described above. The appointment will be initially for a 1 year period at a salary commensurate with experience. An updated curriculum vitae, including the names of three referees and a letter outlining current and long term research goals should be forwarded to Dr. Graham F. Wagner, Department of Physiology, Faculty of Medicine, University of Western Ontario, London, Ontario, Canada N6A 5C1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

PRINTMAKING & PHOTOGRAPHY

CONCORDIA UNIVERSITY - The Department of Printmaking and Photography wishes to announce that a limited term appointment position at the rank of Lecturer is available for the 1994/95 academic year in the Printmaking area. Applicants must have an M.F.A. degree with specialization in lithography. Demonstrated knowledge of other printmaking disciplines is also an asset. The person who fills this position will teach 18 credits of LITHO 220 as well as perform administrative responsibilities within the printmaking area. Deadline for applications: June 30, 1994. Please send a letter of application, a C.V. 20 slides of recent work, 3 original lithographs and the names and addresses of 3 individuals from whom letters of reference may be requested to: Chair, Department of Printmaking and Photography, VA 248, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8. In accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and permanent residents. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. All things being equal, woman candidates shall be given priority.

PSYCHIATRY

McGILL UNIVERSITY - The Department of Psychiatry, McGill University, invites applications for a tenure-track position in the field of psychopharmaco-epidemiology. The Department is seeking an established researcher with a PhD degree for an appointment at an Associate Professor level to establish his/her own research and contribute to projects in collaboration with clinicians and clinical researchers. The successful candidate is expected to supervise PhD students through e cross appointment with the Department of Epidemiology and contribute to courses in methodology and biostatistics. The appointment begins in the 1994-1995 academic year. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications, supported by c.v., should be sent to: Dr. Gilbert Pinard, Chair, Department of Psychiatry, 1033 Pine Avenue West, Montreal (QC) H3A 1A1.

McGILL UNIVERSITY - The Department of Psychiatry, McGill University, is seeking a candidate at an Assistant Professor level for a tenure-track position in clinical epidemiology. The candidate should be a psychiatrist with a graduate degree at the doctoral level; postdoctoral training will also be taken into account. *Academic duties will include establishing research programs in epidemiology, collaborating with clinicians and other clinical researchers,* and teaching residents and graduate students at a Masters in Psychiatry level as well as the PhD in epidemiology. The appointment will begin in the academic year 1994-1995. Salary will be commensurate to experience and success with public granting agencies. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications, supported by c.v., should be sent to: Dr. Gilbert Pinard, Chair, Department of Psychiatry, 1033 Pine Avenue West, Montreal (QC) H3A 1A1.

PSYCHOLOGY

CONCORDIA UNIVERSITY - Department of Psychology. Applications are invited for a limited term appointment available to the department beginning August 15, 1994. Appointments will be at the level of Assistant Professor. Applicants should be prepared to teach three courses per semester. Preferred teaching areas are Psychobiology, neuropsychology and motivation. The Department has 41 tenure track faculty positions and offers both B.A. and B.Sc. programmes, as well as M.A. and PhD degrees in Psychology. Over one thousand students are currently enrolled in the department's undergraduate degree programmes. The training program in clinical psychology is fully accredited by CPA and APA. Among the department's many active research programs are two major research centres: The Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Candidates will be considered starting June 1, 1994. Applications will be accepted until the position is filled. Please send a letter of application, a curriculum vitae, a statement of teaching interests and qualifications, and two letters of reference to: Alex Schwartzman, Chair, Department of Psychology, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, Canada H4B 1R6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

UNIVERSITY OF TORONTO - The Department of Psychology at the University of Toronto (St. George Campus) invites applications for a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, beginning July 1995, in the area of Personality/Abnormal Psychology. The candidate must have a PhD in the relevant area or be near completion and have a strong research record. Quantitative expertise is desirable, as is an ability to contribute to clinical training. Salary will be commensurate with qualifications and experience. A curriculum vitae and three letters of recommendation should be sent to C. Peter Herman, Department of Psychology, University of Toronto, 100 St. George St., Toronto, Ontario, Canada M5S 1A1. Application deadline is October 31, 1994. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF TORONTO WRITER-IN-RESIDENCE FELLOWSHIP

UNIVERSITY OF TORONTO, 1995

Applications are invited from Canadian citizens and landed immigrants for this four-month appointment during Jan.-April 1995.

The Fellowship entails:
- delivering a public reading on each of the University's three campuses;
- conducting a weekly non-credit writing seminar and its attendant duties of commentary and consultation with a set number of qualified students;
- maintaining two open office hours weekly for consultations with students from across the University;
- submitting a final report on activities associated with the Fellowship.

A stipend of $20,000.00 will be paid to the recipient. Office space at Massey College; on-campus residence at a reasonable rate may be available.

Applications should include five copies of a curriculum vitae, a single-page personal statement of your plans for the Fellowship, plus any other relevant materials (for example, references from sponsors and clientele of earlier writer-in-residence appointments, if applicable). The Committee cannot accept responsibility for incomplete applications. Please do not send samples of writing or tapes. Include address and, where possible, tel/fax/e-mail numbers.

Applications: **Writer-in-Residence Fellowship Committee**
Dept. of English, University of Toronto
Toronto M5S 1A1

Deadline: 6 September 1994. The Committee will inform the successful applicant of the outcome by 11 October 1994.

Laurentian University / Université Laurentienne

Assistant Professor in Physical Chemistry

The Department of Chemistry and Biochemistry at Laurentian University invites applications for a two-year term appointment at the assistant professor level commencing September 1, 1994. Candidates should hold a Ph.D. and preferably post-doctoral experience. Duties will include teaching introductory and advanced Physical Chemistry courses. The successful candidate will be expected to conduct an active research program preferably in experimental Physical Chemistry. While the language of instruction for this position is English, Laurentian University in accordance with its Policy on Bilingualism requires passive bilingualism (French/English) as a condition of tenure. The passive bilingualism requirement does not apply for term appointments. The University offers to its employees free second language courses.

Laurentian University is committed to the principle of employment equity and encourages applications from all qualified individuals, including women, people of aboriginal descent, members of visible minorities and handicapped persons. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents.

Applications, including a curriculum vitae, details of research interests and the names of three referees should be submitted by **July 1, 1994** to:

Dr. R.N. Gadye, Chair
Department of Chemistry & Biochemistry
Laurentian University
Sudbury, Ontario. Canada
P3E 2C6

University of Alberta
Edmonton

Certified General Accountants of Alberta Chair in Accountancy

Faculty of Business

Applications are invited for a senior, leadership position in the Department of Accounting and Management Information Systems. The Chairholder will be a leading accounting academic with an international reputation and an extensive record of research and scholarship. Interaction with the business and professional communities is expected and an interest in information systems will be an asset. PhD is required.

Salary and working conditions are excellent. The Chair is supported by an endowment generously provided by the Certified General Accountants of Alberta, and the Chairholder will provide intellectual leadership in the development of the Department.

The competition closes November 1, 1994 and appointment to the Chair is expected to be effective July 1, 1995. Applications or enquiries should be directed to:

Professor Michael Gibbins, CGA Chair Selection Committee
Department of Accounting and Management Information Systems
University of Alberta, Edmonton, Alberta, Canada T6G 2R6

Phone (403) 492-2718 Fax (403) 492-3325

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

HISTOIRE DE L'EUROPE CONTEMPORAINE

Poste de professeur, professeure
au Département d'histoire
Poste à temps complet. Rang ouvert.

ENTRÉE EN FONCTION
le 1er septembre 1994 ou plus tard

QUALIFICATIONS
1– Doctorat ou l'équivalent
2– Spécialisation en Europe contemporaine.

La préférence sera accordée dans l'ordre:
– à l'excellence de la candidature, particulièrement quant au caractère novateur de la méthode;
– à une spécialisation en histoire du XXe siècle;
– à une spécialisation dans un champ géographique autre que la France.

DESCRIPTION DU POSTE
1– Enseignement aux trois cycles en histoire de l'Europe contemporaine
2– Recherches et publications en histoire de l'Europe contemporaine
3– Participation à la vie universitaire

Faire parvenir avant le 1er août un curriculum vitae et trois lettres de recommandation.

Rodrigue Lavoie, directeur
Département d'histoire
Université Laval, Québec G1K 7P4
Tél.: (418) 656-5197
Téléc.: (418) 656-3603

Doyenne des universités canadiennes et des universités francophones en Amérique, l'Université Laval appuie le progrès et l'ouverture de la société en alliant formation de qualité et développement du savoir.

UNIVERSITÉ LAVAL — *Faculté de lettres* — Département d'histoire

LE SAVOIR DU MONDE PASSE PAR ICI

L'Université Laval applique un programme d'accès à l'égalité en emploi.

RELIGION

CONCORDIA UNIVERSITY - Department of Religion. Applications are invited for a full time appointment starting August 15, 1995 at the Assistant Professor level. PhD or equivalent is required. Expertise in the following area is sought: Social-scientific Study of Contemperary Religious Life. Expertise in the history of 19th and 20th century North American Religion (Christian, Native, Canadian, American) as asset. Duties may include graduate and undergraduate teaching and some administrative responsibilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Applicants should send their curriculum vitae and three letters of reference before January 31, 1995 to: Chair, Department of Religion, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q. H3G 1M8.

RELIGIOUS STUDIES

TRINITY WESTERN UNIVERSITY - Tenure-track position at rank of Assistant or Associate Professor to teach Hebrew Bible. Expertise in narrative material is preferred and completed PhD is required. Publications and prior teaching experience are also required. Although there will be teaching assignments at both undergraduate and graduate levels, much of the teaching in the initial years will be introductory courses in OT and NT. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be addressed to Dr. Jack Van Dyke, Assistant Dean, Faculty of Natural and Applied Sciences, Trinity Western University, 7600 Glover Road, Langley, B.C. V3A 6H4 (604)888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western University does not discriminate on the basis of gender or ethnic identity.

SOCIOLOGY

SAINT MARY'S UNIVERSITY - The Department of Sociology at Saint Mary's University invites applications for a nine month replacement position at the rank of Assistant Professor. Position is effective September 1, 1994 and is subject to budgetary approval. A PhD is preferred and applicants should have demonstrated skills in teaching and research. Areas of specialization should include criminal justice, criminology and the sociology of law. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from qualified women, blacks, aboriginal peoples, persons with disabilities, and other minority groups. Applications, including curriculum vitae and a sample of work in print, should be forwarded to: Chairperson, Department of Sociology, Saint Mary's University, Halifax, N.S. B3H 3C3. Applicants should also arrange to have three letters of reference sent directly to the Chairperson. Applications will be accepted until the position is filled.

SAINT MARY'S UNIVERSITY - The Department of Sociology invites applications for two tenure-track positions (subject to budgetary approval) at the rank of Assistant Professor commencing September 1, 1995. The Department offers a wide range of courses which represent the faculty's diverse interest in the field of Sociology. In addition to an intensive major program, courses are offered which support programs in Asian Studies, Atlantic Canada Studies, Criminology, International Involvement, Linguistics and Women's Studies. The Department is also active in research with numerous ongoing SSHRC-funded and private-funded research projects. Areas of specialization for the first position are open but the successful candidate should be a colleague of exceptional merit; able to contribute to, and add to, the Department's teaching and researching specialties. For the second position, applicants should have demonstrated skills in teaching and research in the areas of Sociology and Criminology, in particular, specialization in criminal justice, the sociology of law, and gender and law. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from qualified women, blacks, aboriginal peoples, persons with disabilities and other minority groups. Candidates with a PhD, or near completion, should apply by submitting a curriculum vitae and a sample of their research and arrange to have three letters of reference sent to: Dr. Gene Barrett, Acting Chairperson, Department of Sociology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. The deadline for applications and receipt of letters of reference is December 31, 1994.

SOCIOLOGY & ANTHROPOLOGY

MOUNT ALLISON UNIVERSITY - Department of Sociology and Anthropology. Applications are invited for a term position, subject to budgetary approval. Candidates should have or be nearing completion of a PhD in Sociology. Duties include teaching and research in a small, joint department (Sociology and Anthropology) in a Social Science Division seeking to enhance interdisciplinary cooperation and the use of computer assisted instructional tools. We are looking for a person with a broad sense of the discipline of Sociology. As for all members of the Department, teaching includes some core responsibility for introductory, theory, and methods. Substantive areas of interest are open, but may include: deviance, ethnicity, gender, interaction, work, and the environment. Both the University and the Department are engaged in serious curriculum revisions, so the successful candidate will have opportunities to influence our substantive offerings. The rank at which this appointment will be made is Lecturer or Assistant Professor. The 1993-94 salary range for Lecturer is $28,523 to $41,045 and for Assistant Professor is $34,784 to $48,872. An application should include a curriculum vitae and the names of three referees, and should be sent to: Professor Berkeley Fleming, Head and Chair of the Search Committee, Department of Sociology and Anthropology, Mount Allison University, Sackville, N.B. E0A 3C0. E-mail: BFLEMING@MTA.CA, Fax: (506)364-2625. The closing date for receipt of applications is June 30, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from minority groups and both genders.

THEATRE

DALHOUSIE UNIVERSITY - The Department of Theatre of Dalhousie University invites applications for a ten-month limited term full-time appointment with the possibility for renewal, at the rank of Lecturer or Assistant Professor commencing September 1, 1994. The appointment would be for a specialist in Voice and Speech, with the ability to teach across the curriculum of a four-year Acting Programme. The successful candidate may be required to direct a mainstage production, and to coach in the areas of Voice and Dialect. The qualifications required for this position include: (1) MA, MFA or equivalent; (2) teaching experience at the post-secondary level; (3) professional experience as an actor, director and/or coach, and (4) training ability in the following areas: speech, vocal production, text analysis and IPA. Applications will close July 15, 1994, and should be made to the Chair, Department of Theatre, Dalhousie University, Halifax, NS B3H 3J5. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens or permanent residents of Canada.

TRANSPLANTATION

THE JOHN P. ROBARTS RESEARCH INSTITUTE/THE UNIVERSITY OF WESTERN ONTARIO, London, Ontario, Canada - The Transplantation Group of The John P. Robarts Research Institute is seeking applications for three Research Scientists and two Postdoctoral positions available September 1, 1994. Priority will be given to applicants with experience in intra-and extra thymic mechanisms of tolerance, mucosal immunology, and/or gene therapy. Successful candidates will be expected to establish independent research programs using genetic, molecular and cellular approaches to study fundamental problems in tolerance induction and the mechanisms of transplant rejection. Appointments for the research scientists (PhD and/or M.D.) will be made on a renewable five-year basis at a competitive salary. Establishment funds will be available for the initial three years. Academic rank will be determined by cross appointment in the appropriate University of Western Ontario/University Hospital department (Surgery, Microbiology and Immunology, Medicine). Collaboration with other Robarts research groups studying Autoimmunity, Cell Surface Receptor Biology and Signal Transduction, Vaccine Development, Gene Therapy, and Medical Imaging, as well as with members of relevant university and hospital departments is encouraged. The Transplantation Group has productive experimental and clinical research programs that are closely affiliated with University Hospital's busy Multi-Organ Transplant Program. Our current research interests include the immunobiology of new immune suppressive agents, the role of accessory molecules in graft rejection, lung preservation, and intestinal transplantation. The John P. Robarts Research Institute, located on the very attractive campus setting of The University of Western Ontario in London, Ontario is an autonomous, modern, medical research facility that aptly reflects the strong growth and commitment to basic and clinical research in Southwestern Ontario. London, a city with a population of 317,000 and situated in the Great Lakes region, has easy access to several centres in Canada (Toronto) and U.S.A. (Detroit). The absence of urban congestion and pollution together with a mild climate makes it one of the most attractive and affordable communities in Canada, offering an excellent cultural and family-oriented environment. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Qualified candidates should forward a curriculum vitae, an outline of research interests and scientific goals, reprints of key publications, and arrange for three letters of reference to be sent to: Dr. David Grant, Acting Director, Transplantation Group, The John P. Roberts Research Institute, P.O. Box 5015, 100 Perth Drive, London, Ontario, Canada N6A 5K8.

ZOOLOGY

UNIVERSITY OF WESTERN ONTARIO - Postdoctoral Fellow. Please see ad under Physiology

ACCOMMODATIONS

VANCOUVER SUBLET, fully furnished 1-bdrm. West End apt., great water and mountain views. 15 min. walk downtown, on busline, parking, pool, sauna, laundry. $800/mo., available approx Sept. 1/94 - May 1/95. Call 1-604-683-8151 or BAFIL@FVC.BC.CA.

SABBATICAL RENTAL: Kingston, Ontario. September 1994 to August 1995. Comfortable, fully furnished four-bedroom house approx. 10km. from University and close to schools. Study, family room, modern kitchen and breakfast-room with exit onto deck; spacious back and front yards; garage. $1200 per month, plus utilities (gas furnace). Car may be available-terms negotiable. A.C. Wright: 613-545-2079 (office) or 613-389-9241 (home).

SABBATICAL HOUSE IN MONTREAL - from summer 1994 to summer 1995. Large 4 bedrooms, 2 1/2 bath, semi-detached furnished home in Westmount area of Montreal. Sunny eat-in kitchen, separate living and dining rooms, garage, garden, and deck with a view. Well behaved pets accepted, kennel installed. Less than ten minutes from downtown, McGill, Univ. of Mtl., Concordia, Univ. of Quebec, and all McGill teaching hospitals. Protassar taking sabbatical leave for one year. $2,500 U.S. dollars ($3000 Canadian) negotiable. Telephone (514)933-0918 evenings.

SABBATICAL RENTAL - Furnished house, 30 mins north of York University (Toronto), quiet green residential area, fenced backyard, 3 bedrooms, appliances, central vac, laundry room, garage. Available Sept. 1995 - July 1996 (negotiable) $1300 per month plus utilities (negotiable for the right tenant) Call: (905)841-4415.

PROVENCE, near AVIGNON. Sabbatical or holidays? Traditional village houses or Provençal Mas to rent in this superbly idyllic region. Close to trains, planes, autoroutes and the Mediterranean. Contact: Christina Longbotham, 8 Place eux Herbes, UZES, 30700 France. Tel: +33- 66.22.67.32.

SUMMER IN VICTORIA - comfortable 3 bedroom bungalow for rent. Mid July to Mid August. Close to UVic., beach and downtown. $850.00. Call: 604-598-1501.

BELGIAN family (two children) looking for furnished home or apartment for rent in Montreal next to McGill University. Summer/Fall from August'94 to July'96. Fax: 33-81-724280.

QUÉBEC CITY - 2 bedroom Condo, fully furnished and equipped, view on the St-Lawrence, $600. (418)877-9345.

RENTAL - Latin Quarter Paris (Near Sorbonne). Bright comfortable apartment 1 bedroom + study and large living, modern kitchen and bath. Fully equipped. $1,500 + utilities (One year or less—September 1, 1994). Tel: (416)466-0078.

LONDON, U.K. - Fully Furnished 2 Bdrm. Apt. in nice area, N. London for rent. Reasonable. Ideal for sabbatical year. Available April. Tel 604-255-6501

SABBATICAL RENT - London, Ontario: Fully furnished, 4 bedrooms, 2 full bathrooms, 2 rec rooms, very large kitchen with all modern appliances; dining and living rooms; fireplace, jacuzzi, IBM computer, 2 TVs, full CD sound system, forced air gas energy efficient furnace, central air conditioning; 10 minutes from University and 2 major hospitals; 1 km from both public and Catholic schools, $1400 per month, plus utilities. Contact Dr. Don Morrow (519)679-2111 ext 8398.

HOUSE FOR RENT: 26 MacAlester Bay, Winnipeg. Fully furnished 1600 sq. ft. split-level of quiet well developed bay within walking distance of University of Manitobe, schools, community club, and bus service. Four bedrooms, two bathrooms, living-room and dining-room combined, finished family room, laundry and storage areas, front verande, large fenced yard with dog pen, tool shed, gas heat and forced air conditioning. $1000/month plus utilities. Available September 1, 1994 to August 31, 1995 (could be available August 1, 1994). Phone (204)269-1958 (Late evenings best).

WINDSOR, ONTARIO. Bed and Breakfast near U of W, Antique Furnishings; $45.00 double $55.00 double call 1-519-256-3937.

EDINBURGH, SCOTLAND - fully furnished 3-bedroom flat for rent from September 1994 to June 1995. Centrally located (New Town), all modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick or Stephen Brown (705) 741-5252 or (705) 748-1238/1237 Trent University.

EDUCATORS B&B & BREAKFAST NETWORK - Private travel network of B&B's for educators. Stay with members at over 1800 locations world-wide for $25 a night for two people. Join our new house-sitting exchange. Choose your destination and we do the rest. Call (800)377-3480, write Box 5279, Eugene, OR 97405, or fax (503)683-8494.

LONDON HOUSE, Camden Town, London England. Spring and summer accommodation in University of Guelph's London House. Rooms or flats, full housekeeping privileges. Minimum four nights, reasonable rates. This smoke free environment is ideal for academic/tourist travellers. Inquiries: PO Box 4152, University of Guelph, Guelph, ON N1G 2W1; PH: 519-656-4412; Fax 519-856-4087.

SABBATICAL RENTAL IN VANCOUVER: 3 Bedroom character home, living room, dining room, spacious kitchen, beautiful garden, great location near schools, convenient to downtown, bus to UBC, new appliances, view, $1400 month plus utilities, available for 1 year during sabbatical approx mid Aug 1994 to mid Aug. 1995. Call (604)872-0914 or 822-5825. Email: menkis@unixg.ubc.ca.

SABBATICAL RENT - KINGSTON: Elegant, fully furnished family home, walking distance to Queen's University, elementary and secondary schools; four large bedrooms, master bedroom en suite with fireplace; main bathroom with jacuzzi, also washroom on main floor; great eat-in kitchen, large formal dining room, living room and spacious family room with greenhouse window, and games room; huge yard, inner part fenced for pets; two-car garage, cleaning lady available; $1,500 plus utilities; available immediately for one year or more; phone: 613 382-2963.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTER facilitates temporary teaching exchanges on this continent and abroad by enabling college/university faculty to contact each other. FEC also facilitates house exchanges for those interested only in travel/study. The Center serves individuals and institutions. For details write: FEC, 952 Virginia Avenue, Lancaster, PA, USA 17603 or call listserv line 1-717-393-1130 for free literature and application forms. Please note what/where you teach.

OUT-OF-PRINT-BOOKS

Free International Booksearch. Any subject, title or author found rapidly - no obligation to buy. Private and institutional clients equally welcome. Please send your wants list to: Brown's Booksearch, Trenance, Round Ring, Penryn, Cornwall, TR10 9LA, U.K.

NOTICEBOARD

THE ATLANTIC ASSOCIATION OF HISTORIANS is sponsoring a workshop on history and multimedia teaching at the annual meeting in Fredericton, NB, September 30 to October 2, 1994. The registration fee is $60.00 + tax. For more information contact Kathryn Hilder, Reference Department, Harriet Irving Library, PO Box 7500, University of New Brunswick, Fredericton, NB E3B 5H5. Telephone: (506)453-4749; Fax: (506)453-4596; E-Mail: Hilder@unb.ca.

CALL FOR PAPERS for the Fourth International Conference on Ethico-Economics: "Values Self-Reliance and Sustainability", The Centre of Humanomics, University College of Cape Breton, Sydney, NS. B1P 6L2, Canada. October 7-9, 1995. Scholarly paper proposals on the theme of the conference on any topic and at all levels of analytical sophistication including those in economics, political philosophy, sociology, philosophy, institutionalism, policy-theoretic areas, scientific/technological and mathematical discourses may be sent to the under-mentioned. Send paper proposals to: Professor Masudul A. Choudhury, Ph.D., The Centre of Humanomics, University College of Cape Breton, Sydney, NS B1P 6L2, Canada. Phone: (902)539-5300; Fax. (902)562-0119. Deadline: August 31, 1994.

The Izaak Walton Killam

POSTDOCTORAL FELLOWSHIPS

For 1995-96

Dalhousie University

Value

Fellowships valued at $31,000 (1994-95) plus travel allowance, are tenable for one year at Dalhousie University in most fields of study.

Qualifications

Applicants should have recently completed a PhD at a recognised university and have no current connection with Dalhousie University.

Application

Initial correspondence should be received no later than October 15, 1994. It should include a curriculum vitae, brief research proposal and the name of the proposed supervisor or department of affiliation.

Application forms will be sent if the proposed research can be accommodated and completed applications must be submitted by December 15, 1994.

Correspondence should be addressed to:

Killam Postdoctoral Fellowship Programme
Faculty of Graduate Studies
Dalhousie University, Halifax,
Nova Scotia, Canada, B3H 4H6

VICTORIA UNIVERSITY in the University of Toronto

REGISTRAR

Victoria University, a federated university within the University of Toronto (enrolment: 3000 students in an Arts and Science College and 250 students in a United Church of Canada Theological College) seeks candidates for the senior administrative position of Registrar, to take effect beginning July 1, 1995. Candidates should have university experience in administration and student services and the ability to form good working relationships with students, teaching staff and administration. Applications, accompanied by a curriculum vitae and the name and address of at least three referees should reach the Search for Registrar Committee, Room NFH 120, Victoria University, 73 Queen's Park Crescent, Toronto, Ontario M5S 1K7 (FAX 416-585-4459) not later than **July 15, 1994.** A more detailed description of the position is available upon request from the Office of the President (416-585-4511).

Victoria University is an equal opportunity employer. In accordance with Canadian immigration regulations priority will be given to Canadian citizens and permanent residents.

CAUT ACPPU

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

CLASSIFIED & DISPLAY ADVERTISING CLOSING DATES
ANNONCES CLASSÉES - GRANDES ANNONCES DATES LIMITE

ISSUE NUMÉRO	CLASSIFIED ANNONCES CLASSÉS	DISPLAY GRANDES ANNONCES
(1994)	12 p.m. / 12h00	12 p.m. / 12h00
SEPTEMBER SEPTEMBRE	Monday, August 8 lundi, le 8 août	Monday, August 15 lundi, le 15 août
OCTOBER OCTOBRE	Wednesday, September 7 mercredi, le 7 septembre	Wednesday, September 14 mercredi, le 14 septembre
NOVEMBER NOVEMBRE	Friday, October 7 vendredi, le 7 octobre	Friday, October 14 vendredi, le 14 octobre
DECEMBER DÉCEMBRE	Monday, November 7 lundi, le 7 novembre	Monday, November 14 lundi, le 14 novembre
(1995)	12 p.m. / 12h00	12 p.m. / 12h00
JANUARY JANVIER	Monday, December 5 lundi, le 5 décembre	Monday, December 12 lundi, le 12 décembre
FEBRUARY FÉVRIER	Friday, January 6 vendredi, le 6 janvier	Friday, January 13 vendredi, le 13 janvier
MARCH MARS	Tuesday, February 7 mardi, le 7 février	Tuesday, February 14 mardi, le 14 février
APRIL AVRIL	Tuesday, March 7 mardi, le 7 mars	Tuesday, March 14 mardi, le 14 mars
MAY MAI	Thursday, April 6 jeudi, le 6 avril	Thursday, April 13 jeudi, le 13 avril
JUNE JUIN	Monday, May 8 lundi, le 8 mai	Monday, May 15 lundi, le 15 mai

NO CANCELLATIONS OR CHANGES AFTER CLOSING DATES
AUCUNE ANNULATION OU CHANGEMENT APRÈS LA OATE LIMITE

Advertising Coordinator/Publicité: Marilyn Weiner Bulletin fax: (613) 820-2417

McMaster University

Applications are invited for an

ASSISTANT PROFESSOR

In the Department of Pathology, at McMaster University

We are seeking a highly qualified scientist in the specific area of membrane ionic channels in mast cells. Outstanding candidates with at least 4 years of postdoctoral training must have:

I) Expertise the the patch-clamping of mast cells, and
II) Research experience in neurobiology and cell culture.

The appointee is expected to develop an independent research program and promote cooperative scientific interactions. The post will be for 24 months, effective July 1/94. Salary commensurate with qualifications and experience.

Deadline for application is **June 30/94**. Apply with C.V., bibliography and brief statement of current research and future plans, as well as the names and addresses of 3 referees to:

Dr. Jack Ganidie, Chair, Department of Pathology
McMaster University, Faculty of Health Sciences
1200 Main St. W., Hamilton, Ontario L8N 3Z5

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

"An Equal Opportunity Employer"

CAUT ACPPU

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

STATUS OF WOMEN CONFERENCE

Implementing the Inclusive University

September 29 - October 1, 1994
Vancouver, British Columbia

KEYNOTE: "THE POLITICS OF DIFFERENCE AND A PEDAGOGY OF INCLUSION"

PAULA ROTHENBERG is Director of the "New Jersey Project: Integrating the Scholarship on Gender," which is a statewide curriculum transformation project funded by the New Jersey Department of Higher Education. The New Jersey Project is landmark endeavour in North America, and seeks to encourage and support the work of faculty, staff, and students engaged in integrating issues of women, gender, race/ethnicity, class, and sexuality, into the curriculum. Paula Rothenberg is Professor of Philosophy and Women's Studies at The William Paterson College of New Jersey.

PLENARY: "GETTING TO KNOW YOU... CAUT, PROVINCIAL, AND LOCAL FACULTY ASSOCIATIONS"

Implementing the inclusive university can best be achieved though cooperative efforts of all stakeholders, among them faculty associations. This session is devoted to introducing participants to CAUT and its mission and policies. Representatives from CAUT Standing Committees will participate in a panel discussion, along with Rosalind Riseborough (CAUT), Joyce Lorimer (Wilfrid Laurier), and Helen Breslauer (OCUFA), and consider how local, provincial, and national faculty associations can negotiate for change, foster equity, and implement the inclusive university.

CONCURRENT WORKSHOPS:

Employment Equity

This workshop will examine employment equity strategies at several different levels. Issues and practices for employment equity and recruitment will be explored at the national and university-wide levels. Solutions to the problems of retention and promotion of women and other designated groups will be provided, accompanied by an examination of the types of employment contracts prevalent in the universities, including part-time, sessional, and other term contracts. At the individual level, participants will work on concrete practices for preparing reference letters, cvs, and teaching dossiers. The issue of representation on committees will also be discussed along with advice about examining candidates' dossiers with employment equity in view. Workshop participants will also explore the importance of bargaining for equity and consider what should be included in faculty association contracts.

Educational Equity

The Inclusive University cannot exist without policies and practices that make educational equity central to the quest for academic excellence. One objective of this workshop is to explore, discuss and share practices which will provide participants with practical tools for developing course structures and pedagogical choices to ensure educational equity in their classrooms. Successful practices which encourage more equitable access to universities and programs, and anti-discrimination and harassment policies that have proved to be effective and which provide pro-active educational components that contribute to classroom equity will also be presented and discussed. Another important aspect of this workshop will be to investigate the role of the faculty association and the collective bargaining process in the development and protection of educational equity.

Academic Freedom

This workshop will provide participants with the chance to explore the concept of Academic Freedom in the Inclusive University. The participants will look at the roles that both faculty associations and the collective bargaining process can play in ensuring that true academic freedom is protected. The session will explore strategies designed to provide meaningful academic freedom for men and women from historically disadvantaged groups within an inclusive university. Participants will review the inclusive model of academic freedom set out in Status of Women Committee's 1994 Supplement, and will consider its implications for collective bargaining, academic planning, antidiscrimination policies, and political and media strategies both within and outside the university. For example, the session will examine how academic freedom, antidiscrimination, and professional responsibility possibilities interact with each other within collective agreements and at the CAUT level. Participants will consider strategies for supporting the adoption of antidiscriminatory or discriminatory harassment policies, including dealing with the media effectively, and surviving backlash. The utility of new information technologies will be examined as a means for network formation and information dissemination among members of disadvantaged groups both within particular campuses and across the country.

FOR MORE INFORMATION OR A COMPLETE AGENDA CONTACT
MS. NANCY GORDON AT THE CAUT OFFICE, TELEPHONE (613) 820-2270 OR BY FAX (613) 820-7244.

CONFÉRENCE DU COMITÉ DU STATUT DE LA FEMME

RÉALISONS ENSEMBLE L'UNIVERSITÉ INTÉGRÉE

Du 29 septembre au 1er octobre 1994
Vancouver, Colombie-Britannique

ALLOCUTION D'OUVERTURE:
«LA POLITIQUE DE LA DIFFÉRENCE ET UNE PÉDAGOGIE DE L'INTÉGRATION»

PAULA ROTHENBERG est directrice du «New Jersey Project: Integrating the Scholarship on Gender», un projet de transformation du programme d'études mis en oeuvre à la grandeur de l'état et subventionné par le département d'enseignement supérieur du New Jersey. Jalon historique en Amérique du Nord, le projet du New Jersey vise à encourager et à soutenir le travail des professeurs, du personnel et des étudiants participant à l'intégration au programme d'études des questions relatives aux femmes, aux sexes, à la race ou à l'origine ethnique, aux classes et à la sexualité. Paula Rothenberg est professeure de philosophie et d'études féministes au collège William Paterson du New Jersey.

PLÉNIÈRE: «VOUS CONNAÎTRE ... L'ACPPU, LES ASSOCIATIONS LOCALES ET PROVINCIALES»

L'université intégrée se réalisera mieux grâce à des efforts concertés de tous les intervenants, dont les associations de professeurs. Le but de cette séance est de présenter aux déléguées l'ACPPU, sa mission et ses politiques. Des représentantes des comités permanents de l'ACPPU participeront à un débat de spécialistes ainsi que Rosalind Riseborough (ACPPU), Joyce Lorimer (Wilfrid Laurier) et Helen Breslauer (UAPUO). Elles examineront comment les associations locales, provinciales et nationales de professeurs peuvent négocier en vue du changement, promouvoir l'équité et réaliser l'université intégrée.

ATELIERS SIMULTANÉS:

Équité en matière d'emploi

L'atelier permettra d'examiner des stratégies d'équité en matière d'emploi à plusieurs niveaux différents. On étudiera les problèmes et les pratiques d'équité et de recrutement dans l'emploi à l'échelle nationale et de l'université. On donnera des solutions aux problèmes de maintien et de promotion des femmes et d'autres groupes désignés. L'on examinera en outre les sortes de contrats de travail en vigueur dans les universités, y compris les contrats des professeurs à temps partiel, des chargés de cours et autres contrats temporaires. Pour le volet pratique de l'atelier, les participantes élaboreront des règles de rédaction de lettres de référence, d'un curriculum vitae et d'un dossier d'enseignement. On y discutera également de la question de la représentation à des comités et l'on donnera des conseils sur la manière d'étudier les dossiers de candidats en ayant à l'esprit l'égalité en matière d'emploi. Les participantes se pencheront aussi sur l'importance de négocier l'équité et sur ce qu'il faudrait inclure dans les contrats des associations de professeurs.

Équité en matière d'éducation

Il ne peut y avoir d'université intégrée sans politiques et pratiques qui font de l'équité en matière d'emploi un élément primordial de la quête de l'excellence universitaire. L'atelier a comme objectif, entre autres, de permettre aux participantes d'étudier des pratiques, d'en discuter et de les partager. Elles acquerront ainsi des outils pratiques pour élaborer des cours et pour faire des choix pédagogiques qui leur permettront d'assurer l'équité pédagogique dans leurs classes. On présentera en outre des pratiques fructueuses qui encouragent l'accès plus équitable aux universités et aux programmes ainsi que des politiques anti-discriminatoires et sur le harcèlement, efficaces et offrant des éléments pédagogiques proactifs en vue de l'égalité en classe. Les participantes auront l'occasion de discuter de ces questions. L'atelier comporte un autre aspect important qui consistera à étudier sur le rôle de l'association des professeurs et de la négociation collective dans la mise en oeuvre et la protection de l'équité en matière d'éducation.

Liberté universitaire

L'atelier offrira aux participantes l'occasion d'étudier la notion de liberté universitaire et d'université intégrée. Les participantes examineront le rôle que les associations de professeurs et la négociation collective peuvent jouer pour garantir la protection d'une véritable liberté universitaire. On y étudiera des stratégies visant à offrir aux femmes et aux hommes des groupes traditionnellement défavorisés une liberté universitaire significative au sein d'une université intégrée. Les participantes passeront en revue le modèle non exclusif de liberté universitaire énoncé dans le supplément 1994 du Comité du statut de la femme. Elles pourront aussi étudier les conséquences de ce modèle sur la négociation collective, la planification universitaire, les politiques anti-discriminatoires, les stratégies politiques et médiatiques tant à l'intérieur qu'à l'extérieur de l'université. Ainsi, la séance permettra d'examiner comment la liberté universitaire, l'anti-discrimination et les possibilités de responsabilité professionnelle interagissent dans le cadre des conventions collectives et au niveau de l'ACPPU. Les participantes étudieront des stratégies à l'appui de l'adoption de politiques anti-discriminatoires ou sur le harcèlement discriminatoire et apprendront comment composer efficacement avec les médias et comment surmonter les réactions brutales. On se penchera sur l'utilité des nouvelles technologies d'information comme moyens de constituer des réseaux et de diffuser de l'information entre les membres des groupes défavorisés au sein d'universités particulières et à la grandeur du pays.

POUR OBTENIR DES RENSEIGNEMENTS SUPPLÉMENTAIRES OU UN PROGRAMME COMPLET,
PRIÈRE DE COMMUNIQUER AVEC NANCY GORDON, À L'ACPPU, AU (613) 820-2270 OU PAR TÉLÉCOPIEUR: (613) 820-7244.

SCIENTISTS
Lung Gene Transfer

The Lung Gene Therapy Program at The Hospital for Sick Children (HSC) is looking for individuals to develop independent research programs investigating gene delivery (liposome/plasmid or viral) to, and gene expression within, the lung. Interactions with strongly established groups in Lung Biology and Genetics will be encouraged. Start-up support and laboratory facilities will be made available within the HSC Research Institute. These positions lead to permanent staff positions. Cross-appointment to the University of Toronto is feasible.

Applicants should submit their curriculum vitae, a brief statement of their research interests and the names of three referees, by **September 1, 1994**, to: **Dr. H. O'Brodovich, Director of Respiratory Research, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5G 1X8.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

HSC THE HOSPITAL FOR SICK CHILDREN

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RYERSON

President
Ryerson Polytechnic University

Ryerson Polytechnic University invites applications and naminations for the position of President and Vice-Chancellor.

Founded in 1948 and established as the first polytechnic university in Canada in 1993, Ryerson has approximately 9,600 full-time and 12,000 part-time students enrolled in faculties of applied arts, arts, business, community services, and engineering and applied science. Its division of Continuing Education is one of the largest in Canada. There is a complement of close to 1,700 faculty and support staff in its downtown Toronto location. An operating budget in excess of $116 million is approved for 1994/95.

Ryerson is committed to the provision of professionally relevant education of high quality, an approach which combines the traditional university focus on theory with an unparalleled career-oriented emphasis on professional practice and application. This is a unique opportunity to lead the university in the pursuit of its new mission and mandate.

The President is the chief executive officer of the University, an ex-officio member of the Board of Governors, and Chair of Academic Council. The successful candidate should possess appropriate academic credentials, extensive administrative experience, a thorough grasp of contemporary issues in post-secondary education, and the ability to communicate effectively with faculty, students, staff, alumni and Ryerson's external constituencies. The starting date for this appointment, which may be renewed, is September 1, 1995.

Applications and naminations should include a brief statement of the qualifications and specific achievements on the basis of which the individual merits consideration. All documentation will be treated confidentially and should be submitted to the address shown at left.

This advertisement is directed to Canadian citizens and permanent residents of Canada. In keeping with Ryerson's Employment Equity Program, applications are encouraged from women, visible minorities, aboriginal people and people with disabilities.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax: (905) 634-1882

LAST CALL FOR SUMMER 1994!

A sincere THANK YOU to all who made their arrangements through us for their Summer travels. Keep this advertisement close at hand. Finlay Travel will be available to CAUT/ACPPU members throughout the Summer.

CALL OR FAX US FOR THAT LAST MINUTE BOOKING.

We wish all of you a nice Summer, a pleasant trip to those travelling during the Summer and a successful year to those on Sabbatical leave. We will be back in the Bulletin in SEPTEMBER.

LET US HEAR FROM YOU.

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PARIS	Montreal/Toronto	From: $ 889.00	$ 580.00
	Winnipeg	From: $1059.00	$ 707.00
	Calgary/Edmonton	From: $1159.00	$ 771.00
	Vancouver	From: $1219.00	$ 827.00
FRANKFURT	Montreal/Ottawa/Toronto	From: $ 959.00	$ 632.00
	Winnipeg	From: $1129.00	$ 760.00
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PARIS	Halifax/Ottawa	From: $ 635.00	$ 529.00
	Montreal/Toronto	From: $ 568.00	$ 529.00
	Winnipeg	From: $ 758.00	$ 648.00
	Calgary/Edmonton	From: $ 853.00	$ 717.00
	Vancouver	From: $ 853.00	$ 759.00
MUNICH/ FRANKFURT	Halifax/Montreal	From: $ 663.00	$ 642.00
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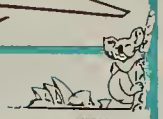
South Pacific



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Low Season: April - August Shoulder Season: March, September - November 15
High Season: 16 November - 28 February

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HONG KONG	Vancouver	From: $1057.00	-	$1405.00
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	Regina/Saskatoon/Winnipeg	From: $1217.00	-	$1598.00
	Toronto/Montreal/Ottawa	From: $1237.00	-	$1621.00
	Halifax	From: $1242.00	-	$1696.00
TOKYO	Vancouver	From: $1020.00	-	$1074.00
	Calgary/Edmonton	From: $1149.00	-	$1203.00
	Regina/Saskatoon	From: $1236.00	-	$1290.00
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SINGAPORE/ KUALA LUMPUR	Vancouver	From: $1198.00	-	$1552.00
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Seasons: **Hong Kong & Singapore/Kuala Lumpur:** Low Season: January - May & September - November. High Season: June - July, December. **Japan:** Low Season: January - March & November - December. High Season: June - August & December 23-31, 1994

• BOOKING CONDITIONS & RESTRICTIONS APPLY • CARRIERS JAPAN AIRLINES AND CANADIAN AIRLINES
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Calgary	- Ottawa	From	$505.00	Toronto	- Edmonton	From	$444.00
Edmonton	- Winnipeg	From	$331.00	Ottawa	- Vancouver	From	$505.00
Regina	- Toronto	From	$432.00	Montreal	- Victoria	From	$616.00
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